

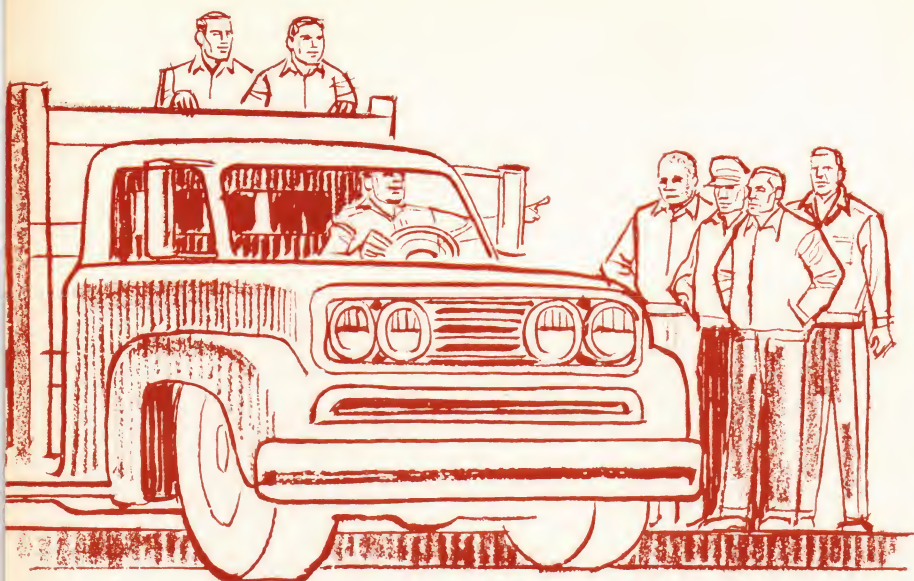
THE INTERNATIONAL

Teamster

JANUARY, 1966

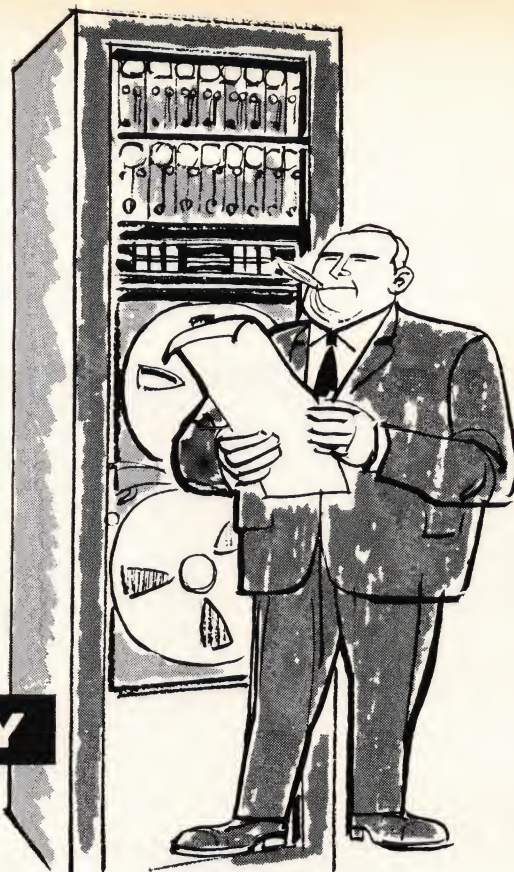
DEDICATED TO SERVICE





LABOR'S PLACE IN HISTORY

Labor Lending Libraries



LABOR HAS been recruited in various ways down through the years of labor's place in history, with the boss calling the union hiring hall or the local employment agency or simply by having the job supervisor drive an open truck to a street corner where laborers stand hoping to be selected for a day's work.

Now comes a little-discussed wrinkle that promises, in effect, the lending of 'labor' on a grand scale in an economy dominated by computerized automation known as cybernation.

International Business Machines recently opened a computer-program library in Hawthorne, N. Y. The library can store trillions of facts on half-inch magnetic tapes and will lend those tapes to corporations and scientists who have problems to solve—much in the same manner that a public library lends books to students.

The library, largest of its kind in the world, anticipates lendings of 400,000 a year. In addition to the tapes, the library has magnetic disks and punchcards loaded with basic data. The tapes—valued at millions of dollars—have been contributed by manufacturers, engineers, management concerns, election analysts, science labs, universities, and accounting firms.

What this means is the death knell to the job hopes of thousands hitherto untouched by cybernation, especially those looking for work in research and lower level management. Thousands of jobs that might have been will disappear as the result of the computer-program library which certainly will be duplicated by firms competing for computer business with IBM.

In 1951, there were less than 100 computers in operation in the United States. Today there are an estimated 22,500 computers carrying out three million operations in the time it takes to read this paragraph. Furthermore, about 10,000 computers are now produced annually in the United States with the ability to perform 700 different tasks.

The U. S. Information Agency estimated recently that "on the average, every electronic computer puts 35 people out of work and changes the kind of work for 105 additional workers." Simple multiplication shows a third of a million jobs washed out annually by newly-produced computers.

It is the lending of labor through computer-program libraries, however, that spells out a new and shocking aspect of cybernation. It has long been known that computer-directed machinery is knocking out manufacturing jobs by the thousands. Now scores of white collar workers face extinction of their jobs at the hands of labor lending libraries.

It has been said that only social disaster can result from cybernation if something is not done to protect workers—and that means nearly all wage earners—from the applications of this new technology.

There's a terrific difference in cost to the manufacturer who goes into the library for help, instead of recruiting human hands from labor's market place. Magnetic tapes and discs and punchcards don't demand wages, don't think in terms of pensions or health and welfare plans. They don't, in fact, even think in terms of joining a union for job security.

Neither, however, do they purchase consumer items manufactured by the cybernated industry.

Yet, government and big business so far have provided only high-brow think sessions on the social ills of cybernation, and these sessions have resulted in no answers. Still needed is action, particularly now that the boss can borrow labor from the library shelf and leave the job hopeful forever standing on the street corner.

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THE INTERNATIONAL Teamster DEDICATED TO SERVICE

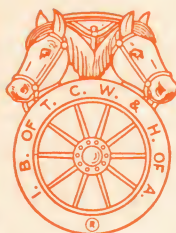
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Volume No. 63, No. 1

January, 1966

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The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The

FIELD

Governor to Address Local 20 Stewards

Ohio Gov. James A. Rhodes is scheduled to be the principal speaker at Teamster Local 20's triennial stewards convention banquet at Toledo in mid-January.

Governor Appoints Officer to Committee

Don Ellis, secretary-treasurer of Teamster Local 763 in Seattle, recently was appointed by Washington Gov. Daniel Evans to serve on the governor's Labor Advisory Committee.

Ellis also is secretary-treasurer of Teamster Joint Council 28 headquartered in Seattle.

Tank Drivers Win Safe Driving Awards

Sixty-seven tank drivers, most of them members of Teamster Local 741 in Seattle, recently received safe driving awards recognizing 593 years of driving without a chargeable accident.

All employees of Inland Transportation Co., Inc., the men were feted at an awards breakfast by the company. Two drivers received watches; the others were given cash awards totaling more than \$4,000.

Springfield Council Commends IBT Local

Teamster Local 916 of Springfield, Ill., recently was commended by that community's city council for its record of contribution to peaceful labor-management relations.

The Springfield council's resolution cited the record of Local 916 in its negotiations with management since December, 1962, noting only three work stoppages had occurred during the period while 150 union contracts were negotiated during the same time.

Local 916 has approximately 2,200 members.

Minneapolis Driver Rescues Ice Skater

Dwight S. Fogelberg, a member of Teamster Local 958 in Minneapolis, recently saved the life of a 15-year-old boy who fell through ice while skating.

Fogelberg, a taxi driver, was carrying a passenger

along a suburban highway when he noticed someone splashing in a nearby creek. The passenger wanted Fogelberg to keep on going but the Teamster stopped his cab anyway and ran to the creek where people were standing about.

Warned not to go out on the ice because it was weak, Fogelberg ignored the bystanders and crawled out on the ice. He pulled the youth to safety. The boy collapsed from shock but recovered later when he was taken to his home.

Vern Pankey Retiring After Years of Service

Vernon L. Pankey, dean of the California Teamster Cannery leaders, retired recently following a lengthy career of union service.

Pankey was head of a Federal Charter Union which became part of a movement in 1941 to join with the Teamsters. He was credited with being the deciding factor in the subsequent fight between the Teamsters and the Food and Tobacco workers in 1945-46, and became secretary-treasurer of Teamster Local 750 which emerged from the fray.

Pankey also was the first chairman of the California Cannery negotiating committee and president of the Cannery Council—posts from which he resigned in 1964 upon the advice of a doctor.

He also served as an able representative of Teamster Joint Council 38 on the policy board of the Western Conference of Teamsters.

Two Oakland Raiders Also Teamster Members

Wayne Hawkins and Joe Krakoski, when they are not playing football for the Oakland Raider football team, work as members of Teamster Local 78 in the California city.

Hawkins plays defensive guard and Krakoski is a defensive halfback.

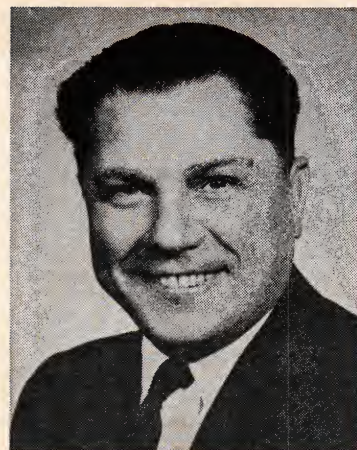
Arizona Local Officer To Mediation Service

Edward C. Koenig, Jr., secretary-treasurer of Teamster Local 310 in Tucson, Ariz., resigned his post recently to accept a position with the Federal Mediation and Conciliation Service.

Koenig came to the Teamsters in 1962 after many years in the freight industry, both in labor and in management. He worked as a driver for Consolidated Copperstate Lines, and once managed the Hopper Truck Lines in the Tucson area.

His duties with Teamster Local 310 included dispatcher, office manager, and business agent at various times.

Message of the General President



Communications

ONE OF THE most difficult problems we face today in the trade union world is a lack of communications among ourselves.

All too often, problems for which ready answers are available go unsolved and become more complicated simply because those who have the problem forget that there are others around ready and willing to help if the problem is spelled out.

We have reported in the *International Teamster* magazine that strike activity in the International Union is at an all-time low, and that is commendable. The pathetic fact is, however, that all too often problems develop into strike situations when there is no need for it.

Local union officials—going it alone, so to speak—tackle national concerns over a problem in their local unions and do so in contradiction to the fact that no longer is it possible for a local union to win a strike with one of the giants of industry, without help from other affiliates of the International Union.

The days of David and Goliath—local union whipping an industry giant—are over. Never before in the history of trade unionism has the basic tenet of helping one another been more obvious.

All too often, members are walking a picket line over a legitimate issue, but an issue which could have been solved peacefully if the local union officials had let their problem be known, had they communicated properly with their brother trade unionists who are all around them.

Once again, I would like to point out and urge all local union, joint council and conference officials to assess their problems in advance. Once this is done, the next step is to

communicate with officials of other affiliates and with the International Union.

No one will tell you that the International Union or any of its affiliates will not support you in a strike situation if the issue is legitimate. Such support is the backbone of our organization.

However, these officials will tell you that you are remiss in your duties when you are responsible for a breakdown in communications and when those who could have helped you learn of your troubles only after the picket signs appear.

We are proud, in this International Union, of the fact that strike activity is at an all-time low. We are proud, not just for the sake of a favorable statistic in some government report, but because that statistic represents maturity in labor-management relations.

We can make the statistic even lower, however, by simply engaging to the fullest extent in communications with all affiliates when problems arise.

Doing that we can take even further gratitude from the fact that we are keeping our people off the picketline in unnecessary situations. This approach is a service to the members, to the labor-management community, and to the nation.

James R. Hoffa

STATE OF THE UNION

On a Sad Note

IBT General Executive Board Holds Regular Quarterly Meeting

THE GENERAL Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting last month among glowing

reports of a record-high membership for the month of November, 1965, and on the sad note that one of its members died on the eve of the

meeting.

News of the death of International Union Vice President John J. O'Rourke in New York City reached

The general executive board of the International Brotherhood of Teamsters stands in silent tribute to IBT Vice President John J. O'Rourke who died on the eve of the regular quarterly meeting of the board. The meeting was held in

Las Vegas, Nevada, last month, in conjunction with a Western Conference of Teamsters fund raising dinner for the City of Hope.



the general executive board members in the early morning hours before the first session of the meeting began.

The session was opened with General President James R. Hoffa, General Secretary-Treasurer John F. English, and the remaining 12 vice presidents standing in a moment of silent respect and honor to O'Rourke.

The meeting was held in Las Vegas, Nevada, so members of the executive board could participate in a charity dinner sponsored by the Western Conference of Teamsters to raise money for the City of Hope, a research and medical center in Duarte, Calif.

More than \$100,000 was raised at the dinner. Coupled with a similar donation made by the Western Conference a year ago, the money will be used to finance construction of a research wing at the City of Hope which will be known as the Teamster wing.

In official action at the meeting, the executive board set July 4th through July 9th as official dates for the International Union convention to be held in Miami Beach, Florida.

To Elect Officers

Summoned every five years according to the International Union constitution, convention delegates will consider amendments to the union constitution and will elect officers to the general executive board for the ensuing five years and conduct other business.

The convention was last held in July, 1961, in Miami Beach.

Members of the general executive board spent two days reviewing the state of the union.

They found that membership in the International Union during the month of November stood at an all-time, record high of 1,772,194.

This membership figure represents a gain of 10,094 over November, 1964, when membership stood at 1,762,100.

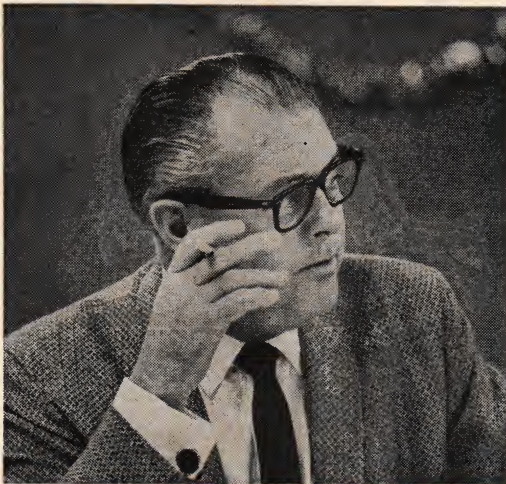
President Hoffa, in his report, reviewed the status of the present jurisdictional dispute between the Teamsters and the BRC over members employed by REA Express.

Hoffa outlined steps being taken by the International Union to prevent highly-paid Teamster members at REA from being swallowed up in the BRC which has a collective bargaining history of failure.

In a recent election conducted by the National Mediation Board and held under protest by the Teamsters, 10,000 REA employees voted for membership in the Teamsters even



A pause in proceedings to study a document. Seated are Teamster General President James R. Hoffa, and his secretary, Mrs. Alice Buskey. Standing, left to right, International Union Vice Presidents Harold J. Gibbons and John T. O'Brien, and Chief Labor Counsel David Previant.



VP George Mock



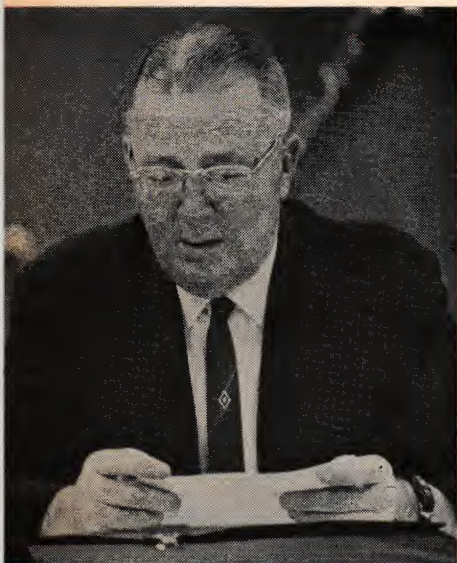
VP Anthony Provenzano

VP Frank Fitzsimmons

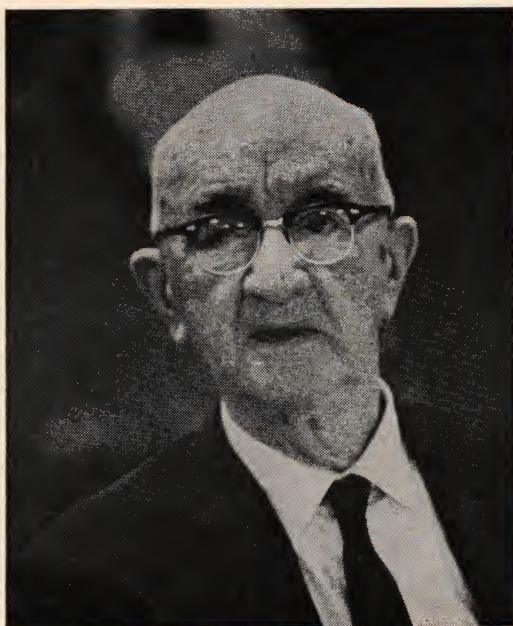


VP Joseph Diviny

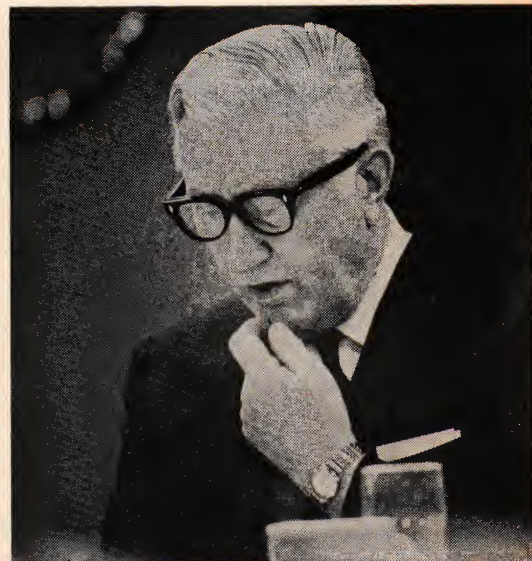




VP Einar O. Mohn



John F. English



VP Gordon Conklin

though only 3,200 were Teamster members before the election was ordered by the Mediation Board. The BRC had petitioned for a system-wide election in an attempt to swallow up the 3,200 Teamsters into their 33,000 unit at REA. The vote clearly revealed, as the IBT had argued in court, that not one Teamster desired membership in the BRC—and that neither do many, many current mem-

bers of that organization.

Hoffa explained that Teamsters have two court actions pending:

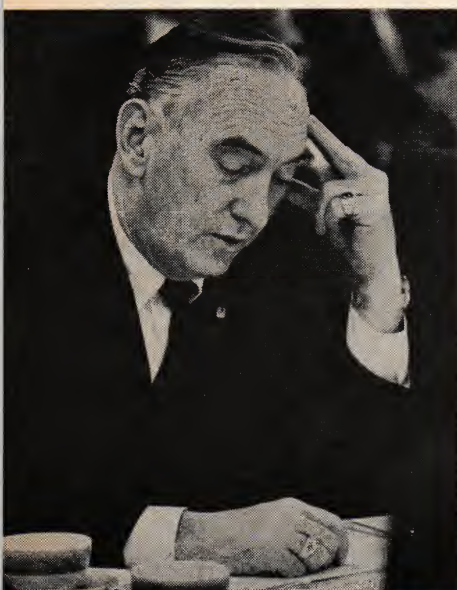
1. The first suit is against the National Mediation Board charging that the NMB erred in ordering a system-wide election, rather than just an election among the drivers, thus describing an inappropriate bargaining unit.

Additionally, the suit charges that

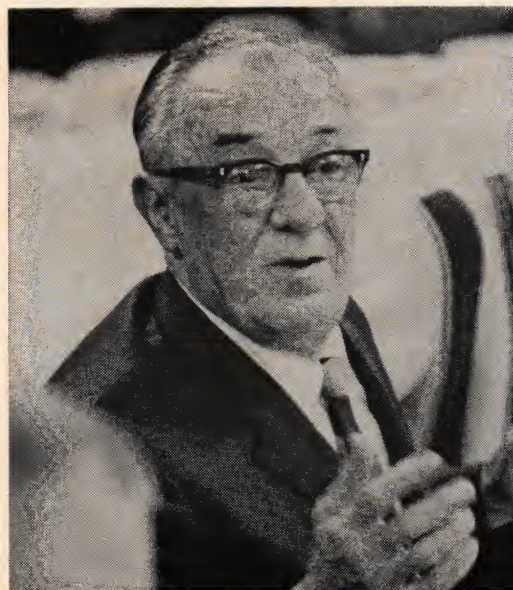
the Teamsters and the REA employees were denied their 1st Amendment rights—the right to know and the right to free information—because the Teamsters were supplied an inaccurate and incomplete list of eligible voters only a few days before the election deadline.

2. The second case is filed against the Brotherhood of Railway Clerks, charging that the BRC violated a long

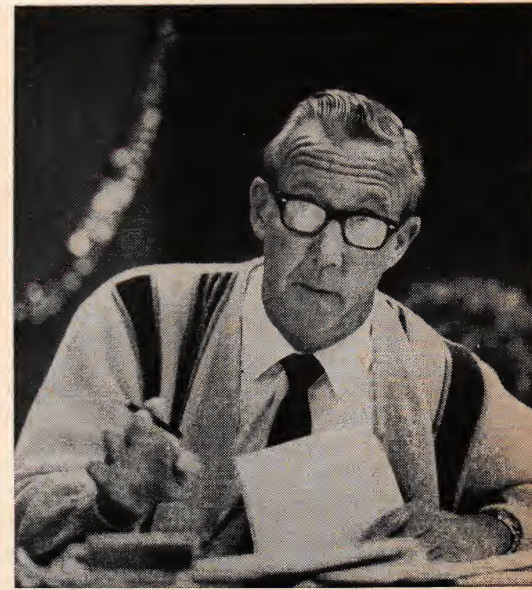
VP Harold J. Gibbons

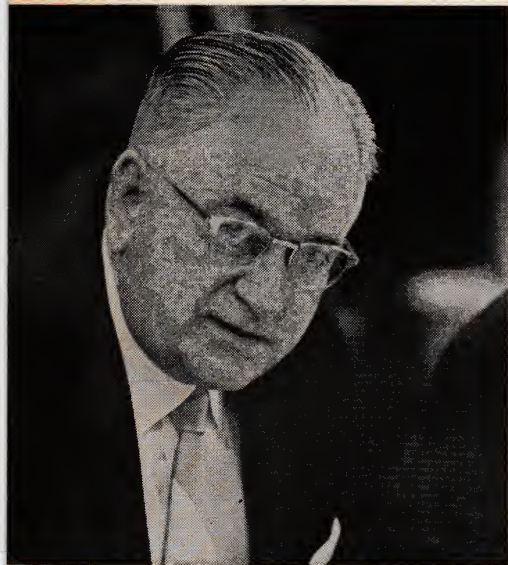


VP Harry Tevis



VP Murray W. Miller

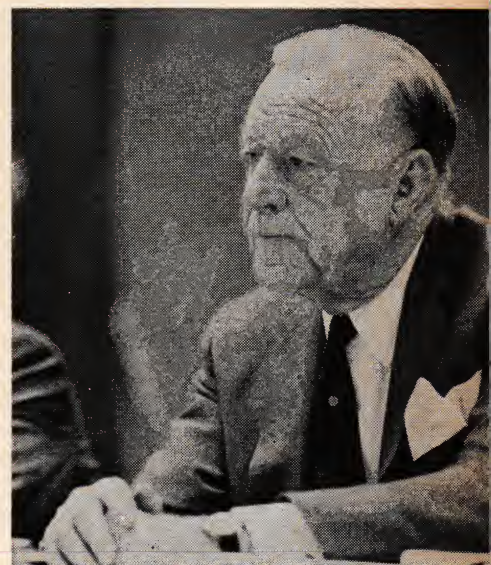




VP John Backhus



VP Thomas Flynn



VP John T. O'Brien

standing 'no raid' agreement worked out with the National Mediation Board, such violation occurring when the BRC filed for the system-wide election.

Hoffa declared that the Teamsters are not abandoning the 3,200 REA employees who for more than 45 years have belonged to the Teamsters.

On the organizing front, Hoffa presented a picture of continued success in bringing union membership and union wages to the nation's non-union workers.

"Strike activity is at an all-time low in this International Union," Hoffa declared. "This is a tribute to the ability of our organizers and our

negotiators and to the structural and economic strength of the International Brotherhood of Teamsters."

It was at this point that the members of the executive board turned their attention to the plight of unorganized drivers and machine operators in the huge produce industry in California. An organizing grant of \$30,000 was voted to continue to organize among the lowly paid and exploited agricultural workers in California.

Responsibility for continuing and directing the campaign was given to Vice President George Mock, of Sacramento, California.

In another action, the executive

board approved a separate charter for the freight members of Teamster Local 327 in Nashville, with the provision that the new local union begin in trusteeship and later elect officers and obtain local autonomy.

In addition to reports by Hoffa and English, the executive board vice presidents received reports from the International Union legal department and from DRIVE, the political action and legislative education department of the Union.

The next regular meeting of the general executive board will be in March, 1966.

Trustees Maurice Schurr and Frank Matula.



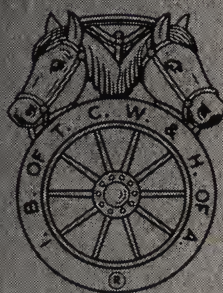
Sidney Zagri, legislative counsel for the Teamsters, reports on the status of legislation to members of the general executive board.



JOHN J. O'ROURKE

1900-1965

International Vice President



INTERNATIONAL Union Vice President John J. O'Rourke, of New York City, died December 6, 1965.

He had been in ill health since undergoing a prostate operation six months ago.

O'Rourke, who had been a Teamster for more than 50 years, was 65 years old.

A live-wire Irishman, John J. O'Rourke was born to be a Teamster and never wavered from that course of activity which saw him twice become president of the 170,000-member Joint Council No. 16 in New York City; serve since 1931 as president of Building Materials Drivers Local 282; and win election to two successive terms on the general executive board of the International Union.

He would have been a candidate for a third term on the International Union executive board had he lived.

Being a Teamster was a way of life for the O'Rourkes. John's father was a team driver for 41 years. Three of John's brothers—Tom, Eddie and Eugene—also drove teams.

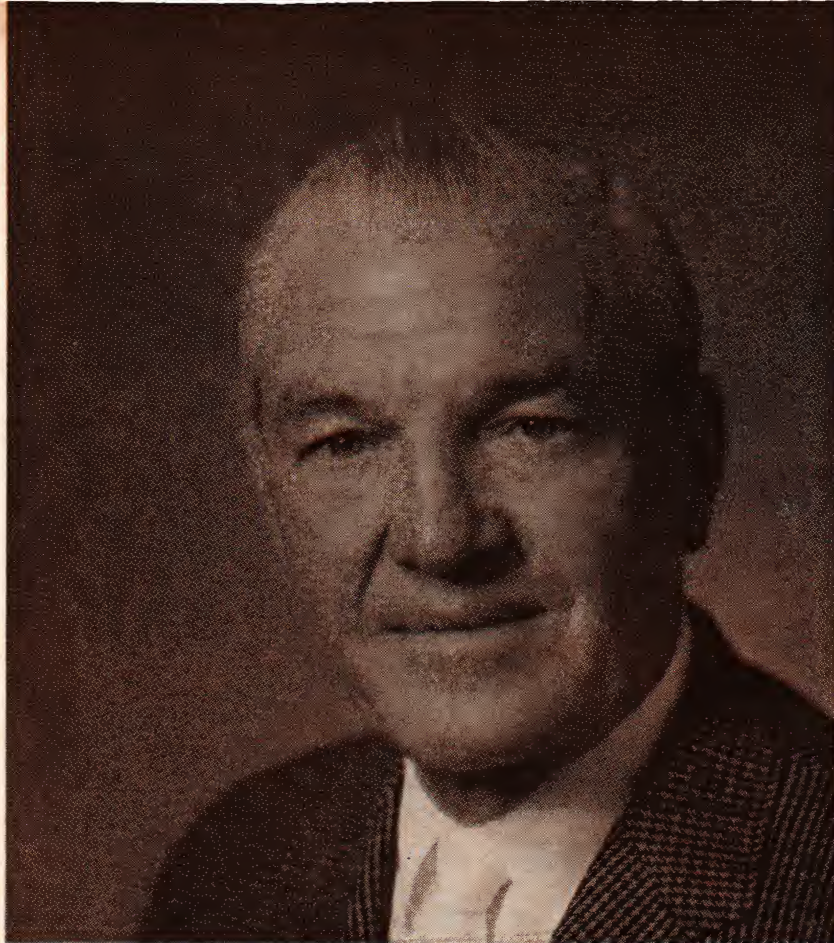
John O'Rourke was born to Owen and Susan O'Rourke in 1900, one of six children, and attended St. Francis Xavier School.

He pitched in with his three brothers and his father when things were rough, and went to work as a team driver for the National Fireproof Company hauling bricks for \$8.75 a week.

For seven days a week, he and his father and brothers drove horses. All but one of them worked for the same firm.

John O'Rourke became a member of Teamster Local 654 as soon as he became a truck driver. His father was a charter member of the organization which is now Teamster Local 282, and John became an enthusiastic advocate of union membership.

In 1917, O'Rourke went to work for the National Biscuit Company as a driver. Soon afterward, he met a young lady named Edna West who, two years later, was to become Mrs. John J. O'Rourke.



When he was 25 years old, John O'Rourke had a noseful of problems which beset drivers in those days. He went to work full time as a business agent for Local 282. The local union then had some 400 members.

At his death, O'Rourke was president of that local union—a post he had held for 34 years—and Local 282 had become one of the largest local unions in the International Brotherhood of Teamsters.

In 1932, O'Rourke was the moving force in organizing the building materials industry, a move which brought 1,600 members into Local 282.

Over the years, O'Rourke served as trustee of the Building Trades Council in New York, and as secretary-treasurer and trustee of Joint Council No. 16.

In October of this year, although in ill health, O'Rourke served as co-chairman of a testimonial dinner honoring the 35 years of service to the Teamster movement by Teamster General President James R. Hoffa.

Upon learning of O'Rourke's death, Hoffa declared:

"The Teamsters and the labor movement have lost a champion. John O'Rourke hated human exploitation. He knew from first hand observation, as few men do, the exploitation of Puerto Ricans and Negroes in New York City.

"While negotiating good wages, hours and working conditions for his

own Teamster members, O'Rourke plunged headlong into the political arena to advocate a minimum wage of \$1.50 per hour for New York City. He knew that such a minimum would give Puerto Ricans and Negroes a bit of economic security they have never yet realized."

Hoffa also reminded that O'Rourke will be remembered for his efforts to insure that New York City Teamsters received quality medical care under Teamster health and welfare plans.

Hoffa called O'Rourke "one of those true friends, who never considered personal the differences in policy which we shared from time to time."

O'Rourke, in addition to his labor affiliations, was a member of the National Committee of American Friends of Vietnam, a member of the Board of the State Citizens Committee for an Effective Constitutional Convention.

Although he and his wife resided in New York's suburban Queens, they spent a lot of time in New Jersey where two certain families held a lot of interest for them. Their son and daughter living there brought them five grandchildren—four boys and a girl.

John O'Rourke is survived by his widow; a son, John Jr., of Rumson, N. J.; a daughter, Mrs. Edna Rublee, of Seabright, N. J.; his mother, Mrs. Susan O'Rourke; and the five grandchildren.

Seasonal High

Teamster November Membership Hits Seasonal High, 1,772,194

MEMBERSHIP in the International Brotherhood of Teamsters reached an all-time high in the month of November, 1965, proving once again that the Teamsters is the most attractive of all unions among workers seeking to improve their wages, hours, working conditions and job security.

Per capita payments from local unions to the International Union for the month of November, 1965, stood at 1,772,194.

This membership figure represents a total gain over November, 1964, when per capita payments were made by local unions on 1,762,100 mem-

bers, of 10,094.

The new high in membership was jointly announced by General President James R. Hoffa and General Secretary-Treasurer John F. English at last month's meeting of the IBT general executive board in Las Vegas, Nevada.

Hoffa called the record-breaking membership a significant factor in collective bargaining for a number of reasons:

"We are already the world's largest International Union. Our membership continues to expand at a time when other International Unions are losing

membership at a faster rate than they are able to organize new members," Hoffa said.

"When we announce that we have realized a total gain over November last year of 10,094, only part of the story is told. The rest of the story is that we continually lose membership to automation and attrition, earlier retirements, and to advanced technology. When we end up the year on the plus side, it means that our local unions are tremendously active in the field, telling the union and Teamster story to thousands of unorganized workers and are telling it successfully.

"Were it not for the loss of jobs to automation and all of its ramifications, this International Union would have soared over the 2 million mark in membership a couple of years ago," Hoffa said.

English pointed out to the members of the general executive board that another significant aspect of the overall success of Teamsters in the organizing field "is that these people we bring into the union are now not only union members, but also are enjoying the provisions of Teamster negotiated wages, hours, working conditions, and job security. All the membership in the world is meaningless if the union to which it belongs does nothing for these people."

Statistics from the International Union's research department show that for the 1st nine months of 1965, average membership was running a whopping total of 39,879 over the 1st nine months of 1964.

Hoffa and English pointed out that November traditionally is the peak month for membership, the time when local unions are paying per capita tax on all seasonal as well as regular full-time members.

THE TEAMSTER MEMBERSHIP STORY

1957 1,600,652

1962 1,743,303

1963 1,751,868

1964 1,762,100

1965 1,772,194

Community Service

Western Conference of Teamsters Raises \$100,000 for City of Hope

Teamster union officials in the West have turned over to the City of Hope in excess of \$100,000 which, added to a similar amount contributed last year, is helping to finance the construction of a research wing at the non-sectarian medical center in Duarte, California.

The latest contribution represents the net proceeds of a dinner, which was attended by approximately 1,000 at the Riviera Hotel in Las Vegas, honoring the City of Hope and its staff for outstanding research in and treatment of patients afflicted with catastrophic diseases. The Western Conference of Teamsters and its affiliates sponsored the fund-raising as a public service.

None More Deserving

"It gives me pleasure," said Conference Director Einar O. Mohn in presenting a check to City of Hope Executive Director Ben Horowitz, "to be able to announce that the City of Hope will receive around \$125,000 as a result of the response to this testimonial dinner. I know of no institution more deserving and more in need since it must rely entirely on public contributions.

"I want to thank not only the many Teamsters but also the employers, many of whom are among the diners tonight, and numerous friends of the Teamsters who have given so generously. Their reward lies in the knowledge that the City of Hope treats all patients as equal human beings, with dignity and respect and never presents anyone with a bill. It is a medical center with a soul."

In addition to presenting to the audience James R. Hoffa and John F. English, general president and secretary-treasurer, respectively, of the

Teamster's Union, Mohn introduced the two doctors who guide and oversee the vast research in heart and blood diseases, including cancer and tuberculosis, carried on at the City of Hope. They are Dr. Paul L. Wermer and Dr. Ralph Byron.

Horowitz commended the Teamsters for their fund-raising but said the City of Hope still has a deficit of a million dollars despite the fact that it raises about \$9 million annually. Its pilot research program has resulted in 562 original discoveries in medical science and more are certain to come as the expanded facilities move in full operation.

"What has been and is being accomplished at the City of Hope affects millions in all parts of the world,"

said Horowitz. "Our entire program is aimed at helping millions of those people who have been struck down by catastrophic diseases. Dignity, compassion and respect for the brotherhood of man are the principles by which everyone on the staff abides.

"We welcome the opportunity to wipe large tears from the faces of small children. We not only help people who are sick but our pilot research is geared to preventive medicine. Our real and ultimate goal is to make hospitals a thing of the past.

"We struggle towards this with the financial aid of organizations like the Teamsters and individuals who are generous enough to give so that others may continue to live."

Einar O. Mohn, director of the Western Conference of Teamsters, is shown presenting a check for \$100,000 to Ben Horowitz, executive director for the City of Hope. The money for the famed research hospital was raised at a dinner held in Las Vegas, Nevada, last month by the Western Conference. Coupled with a similar amount of money raised a year ago, the funds will go to build a research wing at the Duarte, Calif., hospital which will bear the Teamster's name.



Another Vote Pending

Toledo Teamsters Win Johns-Manville Election

Nearly 400 workers in two Johns-Manville plants at Waterville, Ohio, decided to go Teamster by a 2-to-1 margin in a recent National Labor Relations Board representation election which saw the workers reject the Glass Bottle Blowers Assn., after 14 years of affiliation with the AFL-CIO union.

Lawrence N. Steinberg, president of

Teamster Local 20, said the ballot count was 221 for the Teamsters, 110 for the GBBA, 3 votes were challenged and 3 votes were for neither union.

Steinberg commented:

"This decisive choice by the Johns-Manville workers in Waterville is a sign of the times for Johns-Manville workers in Defiance who voted for the Teamsters only to have the Bottle

Blowers throw out their election."

He added that immediately upon certification by the NLRB, Local 20 would go to work with the Waterville negotiating committee "and try to correct some of the evils under which these workers have lived for so long."

As *The International Teamster* went to press, another election date was scheduled to be set for a ballot involving nearly 600 Johns-Manville employees in Defiance where the workers will again choose between the Teamsters and the GBBA.

During the pre-election campaign at the Waterville plants, even the GBBA spokesmen admitted that the dissatisfaction of the Johns-Manville workers stemmed from lack of service by the GBBA local union.

J. Belton Warren, GBBA international vice president, was quoted by the Toledo *Blade* daily newspaper as saying that numerous grievances filed by workers were never resolved, but hastened to add that "we thought everything was all right." He added, "Then the Teamsters filed their representation petitions and we were in it."

Steinberg said Local 20 responded immediately when the Johns-Manville workers came to the Teamsters for help, complaining about their lack of service from the GBBA.

In the campaign that followed, the Bottle Blowers threw in more than 40 organizing specialists to try and bring the Johns-Manville workers back into line. The GBBA also inspired numerous delays and legal barriers which forced the employees to work for a time without benefit of a union contract which expired during the period of delay.

Division Meetings



Several trade divisions of the Western Conference of Teamsters met last month in Las Vegas, Nev., in conjunction with the City of Hope fund raising dinner. Shown above at a meeting of the WCT Warehouse Division (left to right at head table) are WCT Director Einar O. Mohn; Teamster General President James R. Hoffa; IBT Vice President and division chairman George Mock; William L. Williams, general organizer and warehouse division official; IBT Vice President and director of the national warehouse division, Harold J. Gibbons; and Cliff Jameson, Local 186. Hoffa told the group that the answers to most of the problems besetting the division would be solved through a better system of communications so everyone would be aware of the problems before difficulties developed. Below, delegates to the Miscellaneous Division of the WCT pause for a photo. Director of the National Miscellaneous Division William M. Griffin is seated right in the foreground.



Farm Fears Proven Needless

California's corporate farmers were crying crocodile tears a year ago, it now appears, when they were wringing their hands because of a government policy barring cheap foreign labor.

The big fruit and vegetable growers claimed prices for their farm products would skyrocket.

A spot check of supermarket prices by the Labor Department last month showed that most fresh fruits and vegetables were cheaper than a year ago despite higher wages paid to U.S. farm laborers who replaced the foreign workers.

At Carter's Ink

Desired Contract Won After 10-Week Strike

Almost 300 members of Teamster Local 25, employed at Carter's Ink in Boston, Mass., unanimously approved a new 3-year contract with the company to end a 10-week strike early in December.

William J. McCarthy, Local 25 president, expressed appreciation to the federal and state conciliation boards and also the governor's office for their help in bringing the dispute to a conclusion.

The new contract provided wage increases totaling 14 cents an hour over the next three years plus big increases in fringe benefits.

The hospitalization plan for employees was increased to permit a maximum of \$22 a day. The dependents' hospitalization plan, formerly \$3 lower than the members' benefit, also was increased to \$22. Hospital extra charges were raised to \$440. Surgery rates went up for employees and dependents to \$300.

McCarthy said accident and sick benefits were hiked to \$45 weekly. Vacations were improved with a member getting four weeks vacation after 20 years on the job at Carter's.

All Carter's Ink employees are now

eligible for the Teamsters Pension Plan paying \$200 a month.

New job security provisions negotiated into the contract included plantwide seniority. Local 25 also won recognition as the bargaining agent for the area so that if Carter's opens a new plant nearby, the local union will be the bargaining agent for the workers.

● Auto Salesmen

Automobile salesmen employed at Carl Simpson Buick, Inc., in Redwood City, Calif., decided to go Teamster recently in a National Labor Relations Board representation ballot.

Barney Apfel, secretary-treasurer of Teamster Local 960 headquartered in San Francisco, said the salesmen voted 13 to 5 for Teamsters.

● Unity Claims

Unity of purpose brought a 60-cent package gain to members of five Teamster locals employed by 15 National Grocers stores in more than a dozen Ontario cities.

In addition to numerous contract changes for the better, members employed at the stores will receive wage increases totaling 49 cents over a 3-year period, plus improved health and welfare benefits, pension plan, and a better holiday and vacation schedule.

Covered by the agreement are members of Teamster Locals 91 in Kingston, 419 in Toronto, 879 in Hamilton, 880 in Windsor, and 989 in Pembroke.

● Lumber Win

Teamster Local 291 of Alameda, Calif., recently won a representation victory at Almaden Lumber Co., in Warm Springs, Calif., as eight employees unanimously rejected the Clerks and Lumber Handlers Union.

Joe Sawyer, secretary-treasurer of Local 291, said a new contract negotiated for the Almaden workers provided a pay increase of \$3 a day, plus an increase at retirement age on their pension of \$110 a month over and above the other union's plan.

Headquarters Dedication



General President James R. Hoffa (center) was among those taking part in the dedication of a new headquarters building for Teamster Local 676 in Collingswood, N.J., recently. The structure, formerly a Food Fair building, has 18,000 square feet of office space and nearly two acres of parking area, according to Local 676 President John P. Greeley. Also present at the dedication were local and state officials including Collingswood Mayor Arthur Armitage and Frederick J. Scholz, New Jersey state senator.

Wirtz Discusses Jobs

"The facts are that at least three million people in this country, probably more, are out of work today; that 600,000 of them have been unemployed for 15 weeks or more; that most of them want very much to work; that there is an additional serious problem of underemployment; that the unemployment rate in this country is at least twice as high, in comparable terms, as it is in most European countries—and that there is no good excuse for any of this."—W. Willard Wirtz, Secretary of Labor, in a Chicago speech, Nov. 3, 1965.

Community Service

Pittsburgh Officer on Board Of New Community College

Thomas L. Fagan, president of Teamster Local 249 in Pittsburgh, recently was appointed to the 15-member board of trustees that will direct affairs of Allegheny county's new community college.

The appointment was made by the board of Allegheny county commissioners.

The educational institution is scheduled to start enrolling students next fall as a junior college. The school is not scheduled to be completed until 1975 when accommodations for 10,000 students will be available.

Exonerated

Frank Chavez, secretary-treasurer of Teamster Local 901 in Puerto Rico, was acquitted in Washington, D. C., last month of all 21 charges brought by the government concerning the distribution of strike benefits from the International Union to Local 901 members. "Having an indictment like this hanging over one's head for 3 years is no laughing matter," Chavez declared, "but it was made easier because of the moral support lent by Teamster President James R. Hoffa and others in this great organization."



Provision for the new junior college was made in a \$78 million bond issue which was endorsed by Teamster Joint Council 40 and passed in the last primary election.

Fagan said the community college is designed to provide new skills requiring high educational attainments at low tuition costs to high school graduates who cannot afford tuition and fees at established colleges and universities.

Eventually the school will have six campuses—two within the city of Pittsburgh, and one each in the north, east, south, and west areas of the county.

Disposal Pact

Teamster Local 839 in Pasco, Wash., recently negotiated the largest single increase in wages and fringes ever to be negotiated by the local union in a first contract with an employer.

E. L. Yates, secretary-treasurer of Local 839, said the agreement with Kennewick Disposal Service, Inc., provides an increase in wages of \$119 a month.

Along with the wage increase, Yates said, the agreement provided for the Washington Teamsters Health and Welfare Plan to take effect immediately along with the Northwest Teamsters Dental Plan.

The agreement also provided for a pension program to start Jan. 1, 1967, a guaranteed work week of 40 hours, a sick leave plan, and another wage increase of 10 cents starting next Oct. 1.

Strike Won

Members of Teamster Local 856 employed as office workers by Safeway Stores at the company's Richmond, Calif., distribution center, recently won increases and benefits they originally sought in bargaining following a 2-day strike.

Rudy Tham, secretary-treasurer of Local 856, said the 165 workers were forced to walk out after five months

of the company's refusal in bargaining to grant increases comparable with the Safeway accounting office in San Francisco.

It was a first contract for the Safeway workers at Richmond where Local 856 was chosen as the bargaining agent in a National Labor Relations Board election last May.

Warehousemen

Some 94 employees of P. N. Hirsch dry goods company in St. Louis, Mo., recently elected Teamster Local 610 as their bargaining representative in a National Labor Relations Board election.

Pete Saffo, secretary-treasurer of Local 610, said the vote was 71 to 10 in favor of the Teamsters. The company is a subsidiary of International Shoe Co., and the new bargaining unit consists of warehousemen and packers.

Carnegie Medal Awarded Ontario Member

Arthur E. Hewson, a member of Teamster Local 91 of Kingston, Ontario, and already acclaimed as Canada's 1964 national trucking hero in winning the Dunlop award, recently received the Carnegie Hero bronze medal and \$750 for his rescue of a fellow trucker from a burning cab in August, 1964.

Hewson was driving his tractor trailer over the road just before dawn when he saw a burst of flame shoot up about a quarter of a mile ahead. Upon reaching the spot, the Teamster found another tractor trailer partly on the road shoulder and afire with the driver pinned behind the steering wheel.

Flames already were enveloping the cab when Hewson climbed on to the truck's fuel tank—which contained 100 gallons that might have exploded at any moment—and tugged on the handle of the cab's jammed door.

He finally got the door open and freed the driver's foot which was caught in the pedals and carried the accident victim away from the burning wreck. As Hewson placed the man on the ground across the highway, the cab blew up, shooting flames and debris an estimated 100 feet in the air.

The injured driver, Albert Leith of Cornwall, unfortunately died of his injuries less than a day later.

Six Members Reinstated With Back Pay

Six men have been reinstated in their jobs and awarded back pay, ranging from 5 to 13 months, from an Ottawa-Toronto trucking firm in a decision announced by a provincial labor department arbitration award.

One of four Ottawa men will receive close to \$6,000 in back pay; another will receive back pay dating from August, 1964.

The four Ottawa men, fired by Taggart Service, Ltd., are Emile McKinnon, Ralph Shirley, Victor Bernique, and Ray Etmanski. They are members of Teamster Local 91 which initiated the action.

Etmanski, and Ralph Shetler and Wesley Brown both of Kingston, who also receive back pay, were union job stewards.

The board also ordered reinstatement of the six. The board's rulings are compulsory under the Ontario Labor Act.

Taggart was fined in Ottawa Magistrate's Court this summer for failing to consider grievances filed by the union.

The awards by the arbitration board followed the court's decision.

● Oyster Ballot

Production and maintenance workers, including truck drivers, at Allen Kirkpatrick & Co., Inc., in Rehoboth Beach, Del., voted in favor of Teamsters representation in a recent National Labor Relations Board election.

Craig W. Horton, Local 876 secretary-treasurer, said the election count was 21 to 7. There were 34 workers eligible to vote.

Horton said Local 876 and Meat and Poultry Workers Local 199 have signed a joint contract with the company.

● Disposal Co.

Drivers, helpers, and mechanics employed by Holthe Disposal Service in El Segundo, Calif., voted almost unanimously for Teamster representation in a recent National Labor Relations Board election.

John Drobish, president of Local 396 in Los Angeles, said the ballot count was 13 to 1 as 15 employees were eligible to cast votes.

Santa Talk



Teamster Local 261 in New Castle, Pa., had a crowd of approximately 1,000 youngsters and their parents attend the local union's first annual Christmas party held early in December. Here a Teamster mother is shown recovering her youngster from Santa's lap.

● Maine Ballot

Truck drivers employed at Mollison, Inc., in Belfast, Maine, voted for Teamster representation in a recent National Labor Relations Board election.

Albert H. Page, secretary-treasurer of Local 340 in Portland, Maine, said the count was 5 to 3 in favor of the Teamsters. There are 10 employees in the unit.

Mollison transports chemicals, cement blocks, and fertilizer.

Eighty Years Ago

"That labor-saving machinery, so-called, but which more properly should be called labor-making or labor-assisting machinery, displaces labor temporarily cannot successfully be denied. All men of sound minds admit the permanent good effects of machinery; but the permanent good effects of it do not prevent the temporary displacement of labor, which displacement, so far as the labor displaced is concerned, assists in crippling the consumer power of the community."—from the First Annual Report of the U.S. Commissioner of Labor, 1886.

Anti-Union Firm Loses Decision In Louisiana

The National Labor Relations Board recently agreed with the trial examiner that Rosen Sanitary Wiping Cloth Co., Inc., of New Orleans, La., violated the Act by unlawfully interrogating employees about their activity for Teamster Local 270, threatening them with economic reprisals if they engaged in union activity, and promising benefits if the union lost the election.

While the Board agreed with the examiner's conclusion that the Rosen firm also violated the Act by terminating four workers in order to discourage Teamster membership, it based its concurrence on the following considerations:

"All the circumstances surrounding the layoffs, particularly their precipitate nature; the timing, immediately after the receipt of the union's letter requesting recognition a day after the end of the work week; the anti-union campaign in which the company engaged—including threats of discharge for union activity . . . make it apparent, and we find, that the company laid off these employees as the first step in a campaign to discourage membership in the labor organization which was attempting to obtain recognition . . ."

The company was ordered to cease the unlawful conduct, and to reimburse the four discriminatees already reinstated for losses suffered.

● S.C. Victory

Six drivers employed by Taylor Piedmont Co., of Spartanburg, South Carolina, voted unanimously for representation by Teamster Local 509 in a recent National Labor Relations Board election, according to Joe D. Wood, secretary-treasurer of the local union. The company treats telephone poles.

● Michigan Vote

Employees at Rezolin, Inc., of Mt. Clemens, Mich., voted unanimously for representation by Teamster Local 339 of Port Huron, Mich., in a recent National Labor Relations Board election, according to Walter Sachaczky, business representative for the local union.

Southbound Soup

Jersey Teamsters Take Food To Cuban Refugees in Miami

Drivers from Teamster Local 676 recently participated in a project known as "Friendship Route," giving their time to deliver 8,000 cases of soup from Camden, N.J., to Cuban refugees in Miami, Fla.

John P. Greeley, president of Local 676, said the Campbell Soup Co., donated the soup, trucking firms donated the equipment, and five members of the local union did the driving. They were Joseph Hoel and Francis Carleton, business agents; Howard Doman, an assistant shop steward; Peter Del Grande, and Greeley himself.

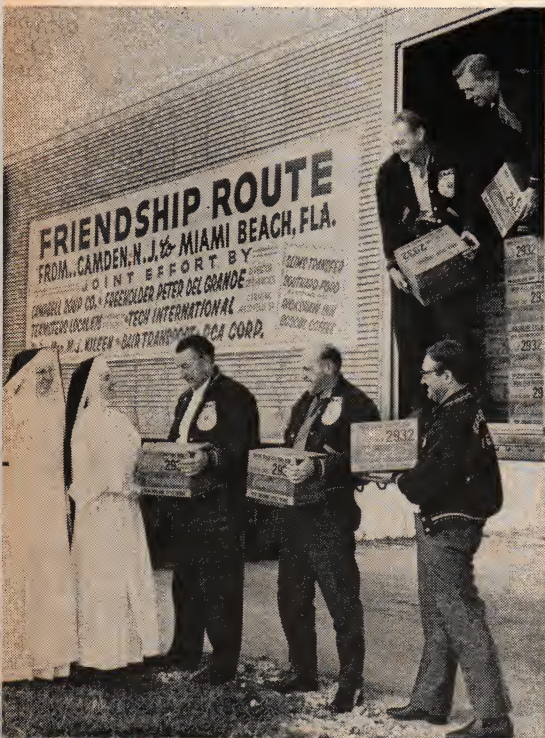
Sister Martin-Marie, O.P., aided by Sister Josephine, O.P., supervised the

entire project.

Greeley said the trip southward was successful with the exception of being detained nine hours in Wilson, N.C., due to an overload on one of the trucks. The governor's office eventually issued a special permit waiving the weight limit so the truck could proceed.

Greeley said there was still more soup to be transported to the Cuban refugees and that Local 676 plans to donate more manpower while companies donate the equipment to implement the project.

Teamsters from Local 676 check with Sisters while loading soup for transport to Cuban refugees in Miami. Shown are (left to right): Sister Josephine and Sister Martin-Marie, O.P.; John P. Greeley, Local 676 president; Joseph Hoel, business agent; Peter Del Grande; and in the van, Howard Doman, an assistant shop steward, and Francis Carleton, business agent.



Wage 'Guides' Exceeded by Labor Pacts

Pay increases negotiated in major labor agreements during the first nine months of this year averaged about 1 per cent more than the government's so-called wage guidelines.

Commissioner Arthur M. Ross of the Bureau of Labor Statistics said wage gains in contracts negotiated from January through September averaged about 4.2 per cent. The government's recommended "guideline" is 3.2 per cent.

Ross refused to compare the 4.2 per cent figure with the guideline percentage, saying that the indicated gain was "not necessarily valid."

He said any comparison should point out that the 4.2 per cent figures does not include changes in fringe benefits negotiated during the same period, and that such changes "would not necessarily augment the percentage."

Ross claimed the figures were inflated to an unusual degree by long-term settlements in some industries. He said these settlements provided for abnormally large first-year pay hikes with lesser increases coming in subsequent years covered by the contracts.

The bureau traditionally bases its reports on first-year increases in contracts covering 1,000 or more workers.

• N.Y. Election

Employees of Concrete Materials, Inc., of Homer, N.Y., voted overwhelmingly for Teamster representation in a recent National Labor Relations Board election.

George Hart, secretary-treasurer of Local 65 in Ithaca, N.Y., said the drivers and other heavy equipment operators balloted 8 to 1 for the Teamsters.

• Four Victories

Teamster Local 984 of Memphis, Tenn., has gained nearly 100 new members with four victories in recent National Labor Relations Board representation elections.

R. A. Farrell, president of Local 984, said majorities were gained at Bootz Mfg., Co., Chickasaw Oil Mill, Crown Bag Co., and Evans Produce Co.

• Two Drivers

Two drivers employed at Moore & Co., Inc., book binders and printers in Baltimore, Md., voted for representation by Teamster Local 355 in a recent National Labor Relations Board election, according to Harold J. Miller, secretary-treasurer of the local union.

• Three Wins

Teamster Local 968 in Houston, Tex., recorded three victories in recent National Labor Relations Board representation elections.

Ted Garcia, business representative for the local union, said the organizing wins were at:

—Liquid Carbonic Division of General Dynamics Corp., distributor of industrial air products, where a majority of 15 truck drivers voted for Local 968.

—West Chemical Products, Inc., distributor of janitorial supplies where most of nine workers voted unanimously for the Teamsters.

—Lee Way Motor Freight, Inc., where a good majority of eight clerical employees balloted in favor of Local 968.

• Kentucky Win

Drivers and warehousemen employed by Neale Frozen Foods, Inc., in Lexington, Ky., voted for Teamster representation in a recent National Labor Relations Board election.

NLRB Ruling**Company Held in Violation For Refusing Multi-Employer Terms**

Howard Disposal Corp., of Boston, Mass., was ruled in violation of the Act by the National Labor Relations Board recently when the company refused to execute a collective bargaining contract with Teamster Local 379 after multi-employer negotiations resulted in agreement.

The Board noted that for several years the firm had been a member of an informal multi-employer group of refuse disposal companies which, for many years, had bargained jointly with Local 379.

The various companies executed separate but identical contracts with the union which provided for automatic termination on a specific date if any member failed to have his refuse disposal contract renewed with the city of Boston.

In January and February of 1964, the bargaining group negotiated new contracts with the union which did not contain the automatic termination provision. Although having been present at the negotiations which were concluded before the award of the Boston disposal contracts, Howard later refused to sign the agreement because it did not receive a new trash disposal contract.

After noting that Howard could have timely raised the question of whether it would be bound by the results of the group bargaining absent a Boston disposal contract award or could have requested inclusion of the contingency clause, the Board con-

cluded that the attempted withdrawal from the consequences of the group bargaining was untimely, and a violation of the Act.

Accordingly, the Employer was ordered upon request to execute the contract as well as bargain with the union.

● Am. Can Pact

Teamster Locals 807 in New York City and 660 in Jersey City, N.J., have negotiated a new 3-year agreement with American Can Co., providing a hefty pay increase.

Harry J. Thompson, secretary-treasurer of Local 807, said the agreement provides for a 15-cent hourly pay hike the first year, 4 cents the second year, and 11 cents the third year. In addition, a 23-cent cost-of-living provision was negotiated as a permanent part of the contract.

Other gains included increasing the pension plan to a \$5.50 base, an improved vacation schedule, and three days off with pay in the event of a death in a member's immediate family.

● Industrial Award

Ted St. Peter, vice president of Teamster Local 116 in Fargo, N.D., recently was named the first labor recipient of an award for outstanding industrial relations leadership.

The honor came from the Fargo mayor's industrial relations committee which also named an outstanding employer to receive a similar award.

● Bakery Pact

Some 780 members of Teamster Local 227 in Seattle, Wash., ratified a new bakery agreement with employers in that city.

The contract, according to Local 227 Secretary-Treasurer Ross Stokke, provides vision and dental care along with a boost to the 20-cent pension pattern, wage increases, and health and welfare benefits for retirees.

● Furniture Vote

Production employees at Associated Furniture Industries, Inc., in Huntington, W. Va., recently voted for Teamster representation in a National Labor Relations Board election.

Granville Camp, secretary-treasurer of Teamster Local 505, said the unit has 44 employees.

Teamster Daughter

Nine-year-old Mary Jeannine Lore, daughter of Everett Lore, a member of Teamster Local 611 in St. Louis, Mo., is one of the foremost young baton twirlers in the nation. The young lady—who won her first trophy when she was six years old—to date has won 122 trophies, 42 medals and a silver tray in baton competition in seven states.

**Local 384 President Gets Police Honor**

Edward T. Pascale, president of Teamster Local 384 in Norristown, Pa., recently was made an honorary member of the Norristown Fraternal Order of Police Lodge 31 "for services rendered the lodge through the years."

Pascale was cited for his efforts in aiding the police lodge during its campaigns for shorter working hours and better living conditions, and also for working closely with the lodge in police welfare programs.

The honor was significant in that the lodge has given only three honorary memberships in the past 32 years.

A New Arena

Teamster Retirees Find National Council A Forum For Continued Crusading

RETIRED Teamsters are finding a new organization to fit their needs as senior citizens and supplement the retiree clubs that many Teamster local unions encourage.

Filling the vacuum left by the loss of active union memberships for many oldsters is the National Council of Senior Citizens which shares both a structural similarity to trade union organization and also most of the goals of organized labor.

Formed only four years ago to help develop political support for the Medicare program soon to take effect, the NCSC now has more than two million members spread across the land in some 2,000 independent clubs for older people.

Besides Medicare, the NCSC and

its members have bombarded Congress with letters and telegrams in support of many other pieces of legislation of strong interest to labor, including:

Repeal of Section 14(b) of Taft-Hartley, housing legislation, civil rights, fair labeling, and related measures of interest not only to senior citizens and union members but to all consumers.

The NCSC is not a seasonal organization. For example, after Congress folded its tent and went home last October, the NCSC blasted Sen. Everett Dirksen (R-Ill.) for his role in setting back "the hopes of many of America's poorest senior citizens" as well as the members of organized labor when he mobilized the conserva-

tive-Dixiecrat bloc to prevent a vote on the "right-to-work" provision of the Taft-Hartley Act.

Then, girding for the upcoming session of Congress, the *Senior Citizens News*, national publication for the organization, noted:

"Leaders of the National Council of Senior Citizens are well aware that old age assistance rates and aid to the blind have been held down in 19 states with so-called right-to-work laws!"

The NCSC, like the Teamsters Union and other progressive unions in organized labor, has been greatly concerned with the war on poverty.

John W. Edelman, president of the NCSC, commented recently: "We have succeeded in bringing union retirees and retired businessmen together with church and social groups to stimulate a higher level of national social consciousness in meeting our responsibilities to the elderly—but we still have a long way to go if we are to eliminate poverty among the aged."

The NCSC has complained, in Edelman's words, that "we have seen little awareness by poverty officials that many older Americans were not born poor—they were made poor!"

Founded by former Congressman Aime J. Forand, medicare legislative pioneer who resigned from Congress in 1960 because of ill health, NCSC was created to weld millions of senior citizens into one strong and effective

John W. Edelman, president of the National Council of Senior Citizens, has called upon the organization's more than 2,000 affiliated clubs "to mount a full-scale drive to get the Senate to repeal Section 14(b) of the Taft-Hartley law."

Edelman said the struggle by the elderly for subsistence is much tougher in the 19 states where so-called right-to-work laws have been adopted.

The National Council's statement declared that the average payments for old age assistance, aid to the blind, and aid to the permanently disabled are much lower in RTW states than elsewhere.

Edelman urged the NCSC affiliates to begin discussion programs on Section 14(b). He also asked the clubs to send delegations to visit their Senators and discuss the repeal legislation which already has been passed by the House.

O'Brien Honored

voice in Washington, D.C.

Forand voiced a challenge that found great appeal for former union members:

"While our immediate goal is to secure legislation providing health care for the aged through Social Security, our hope is that this new organization will eventually provide the framework for a non-partisan, progressive council representing the views of older persons on major issues confronting the nation. America badly needs such an organization."

Union Accord

Senior citizens were quick to respond and NCSC has grown by leaps and bounds. The potential is great. There are more than 18 million Americans over the age of 65 and another citizen reaches his 25th birthday every 25 seconds.

Practically all the NCSC goals are in full accord with the aims and needs of union members both present and past. Too, the young organization has also learned the value of militancy. As Edelman said:

"We have learned that something more than amiable, abstract good will is needed to lift the living standards of the elderly.

Social Action

"We need tough-minded programs in government and our experience during the past four years has shown us that the only way to get these programs through Congress is through tough-minded social action by the elderly on a grass roots level.

"We will be appealing to all currently unaffiliated older peoples clubs we can reach in organized labor, among retired businessmen and church and social welfare groups. We have demonstrated responsibility in the national interest—and we have shown that the nation's elderly can really get things done."

Full Employment

Probably one of the main goals for the NCSC in the future will be to join in the fight supporting the basic doctrine that the most fundamental need of the American economy is full employment—especially in terms of needs of older workers.

The NCSC, headquartered at 1627 K st., N.W., in the nation's capital, has indicated it has a need for all the dedicated members it can get.

Older Teamsters who have com-



International Vice President John T. (Sandy) O'Brien, who is secretary-treasurer of Teamster Local 710 in Chicago, recently was honored by Teamster Local 727 in Chicago as "Man of the Year." Shown during presentation of a plaque are (left to right): John E. Cullerton, Secretary of Labor for the State of Illinois; O'Brien, and James E. Coli, secretary-treasurer of Local 727.

pleted their work careers but are still imbued with the trade union enthusiasm to accomplish worthwhile goals and perhaps would still enjoy con-

tributing to a winning effort might gain from membership in the NCSC while still retaining their strong local union ties.

Appreciation

Mr. James Hoffa, President
International Brotherhood of Teamsters
Washington, D. C.

Dear Mr. Hoffa:

The strike at the Detrex Company, Bowling Green, Kentucky, in which we requested the assistance of your organization was successfully resolved after a 110-day fight.

I want to express to you the deep appreciation of our International Association for the manner in which the members of your organization respected our picket lines, not only at the struck site in Bowling Green, but at the other plants of Detrex in Detroit, Michigan, and in Ashtabula, Ohio, where we also established picket lines.

The cooperation of your members was an instrumental factor in winning this great fight, and again I want to express our heartfelt appreciation for your cooperative efforts.

Fraternally yours,

Edward Carlough
General President
Sheet Metal Workers'
International Assn.

Outdoor Gal

Oakland Lady Teamster Enjoys Driving Truck

When Mrs. Ted (Jo Ann) Owens, the only woman driver of heavy equipment in the Eastbay area of Oakland, Calif., slides behind the wheel of her 15-ton dump truck in the morning, she accepts the fact that she is expected to do a man's job.

But there is one thing Mrs. Owens, a member of Teamster Local 291 in Alameda, refuses to do and that's to change a tire. She says, "That's for the men."

The lady Teamster first began driving on her father's ranch in Louisiana when she was nine years old. After her marriage to Ted Owens in 1955, the couple later moved to Emeryville Calif., and began a trucking operation.

They started their local business with a single truck in 1963 when Owens was driving cross-country at the time. Later they acquired another truck, and Mrs. Owens took her place in the cab on a temporary basis.

In just a 2-year period, the couple expanded and changed their operation to the point that they now have six 10-wheelers operating throughout the Eastbay area.

When a driver became ill one day recently, Owens asked his wife to replace the man and since then, says Mrs. Owens, "I've been a regular driver and I enjoy it."

Mrs. Owens calls herself an "out-door girl," and adds about her truck driving: "If a woman likes the out-of-doors, it's a good job. I feel like the walls are closing in on me when I stay at home."

The Teamster lady has four children and the company's accountant acts as baby-sitter for the youngsters.

Mrs. Owens had a time trying to join a local union at first when she became a driver. One local union official, aghast at the prospect, reportedly told her there had never been and would never be a woman member of that affiliate.

But Teamster Local 291 in Alameda was happy to have the lady driver on its roster.

• Dillon Named

John H. Dillon, secretary-treasurer of Teamster Local 601 in Stockton, Calif., recently was named by Gov.

Edmund Brown as a director of the Second District Agricultural Assn.

The association board directs the San Joaquin County Fair.

Dillon is president of the California Council of Cannery Workers and also is vice president of Teamster Joint Council 28 headquartered at Sacramento.

• Richmond Vote

All office clerical employees at the Continental Baking Co., in Richmond, Va., have selected the Teamsters as their bargaining representative in a recent National Labor Relations Board election.

Lysle R. Hazelgrove, president of Local 322, said the vote was almost unanimous as 15 voted for the Teamsters and only one against. The new unit has 18 members.

Committee To Study Polygraph

President Johnson has set up an inter-agency committee to study the use of polygraphs as "lie detectors" by federal agencies.

John W. Macy, Jr., chairman of the U.S. Civil Service Commission, will head the inter-agency committee "to study problems posed by the federal government's use of polygraphs and to work out solutions to those problems."

Congressman John E. Moss (D-Cal.), chairman of a subcommittee that first probed the use of polygraphs as "lie detectors," endorsed President Johnson's action and commented:

"A series of hearings and investigations by my subcommittee disclosed that there is no such thing as a valid 'lie detector,' yet federal agencies are spending nearly \$5 million a year to operate the electronic gadgets.

"We found that completely unqualified operators were using the gadgets in all sorts of federal investigations—minor criminal cases and major security matters. And they were spying through two-way mirrors and hidden microphones on individuals subjected to 'lie detector' tests."



Shown at the wheel of the 15-ton dump truck she drives is Mrs. Ted Owens, a member of Teamster Local 291 in Alameda, Calif. The boys are her sons, Ted, Jr., Ernest and Edward; a daughter, Jo Ann, was absent when the photo was taken.

Jobless Benefits

40 State Legislatures Amend Acts Providing Insurance For Unemployed

LEGISLATURES of some 40 States made substantial changes last year in virtually all the important areas of their unemployment insurance programs in an effort to keep up with the needs of the jobless while generally improving the Federal-State employment security system.

Alterations in the statutes mostly involved benefit amounts, qualifying requirements, disqualification and eligibility provisions, coverage, and financing, according to the U.S. Labor Department.

Nearly half the States made significant changes in their benefit provisions. Twenty-one States increased their maximum weekly benefit amounts, and five increased their minimums. Among the States that increased their maximums, four enacted flexible maximum weekly benefit amounts, bringing to 15 the number of States having flexible maximums.

Hawaii became the first State to set its maximum at two-thirds per cent of the State's average weekly wage. Iowa, Maine, and Rhode Island raised their maximums to 50 per cent of the State average weekly wage.

States increasing their maximum weekly benefits were: Alabama to \$38; California to \$65; Connecticut to \$50-\$75; Illinois to \$42-\$70; Indiana to \$40-\$43; Maryland to \$48; Massachusetts to \$50; Michigan to \$43-\$72; Minnesota to \$47; Missouri to \$45; Nebraska to \$40; Nevada to \$41-\$61; New Hampshire to \$49;

New York to \$55; North Carolina to \$42; South Dakota to \$36, and Tennessee to \$38.

In addition, as a result of flexible maximums already in operation, nine States increased their maximum

weekly benefit amounts in accordance with increases in their average weekly wages. They were: Arkansas to \$38; Colorado to \$51; Idaho to \$48; North Dakota to \$46; South Carolina to \$40; Utah to \$48; Vermont to \$45;

Blood Donors



Members of Teamster Local 639 headquartered in Washington, D.C., are shown participating in a Red Cross Blood Bank program at Landover, Md. Seated with the Red Cross nurse is Bill Tyler, shop steward, while drivers Bill Hefferin and Jack Ritch wait in the background for their turn. All three Teamsters have donated more than a gallon of blood through the months.

Officer Honored



International Vice President Gordon Conklin (left) was among those present at a dinner to honor Lyle Zick (center), soon to retire as president of Teamster Local 160 in Red Wing, Minn. Zick, president of the local union for 11 years, was presented with a gift of appreciation for his service. At the ceremony besides Conklin were (left to right) Kenneth Tri, secretary-treasurer; Robert Hutchinson, trustee; Zick; Nehemiah Nelson, assistant business agent; Warren Hasenbush, vice president, and Earl Stewart, trustee, all of Local 160.

Wisconsin to \$56, and Wyoming to \$47.

In legislation amending unemployment compensation requirements, North Carolina was the only State to add a one-week waiting period prior to the payment of benefits. Now there remain only three States—Delaware, Maryland, and Nevada—in which the first week of unemployment in the benefit year is immediately compensable. Iowa and Maine joined five other States in which the waiting period may eventually become compensable after specified conditions occur.

In provisions for dependents' allowances, three States made changes. Connecticut increased the allowance for each dependent child to \$5 and raised the age limit to 17 years. Indiana extended the maximum weekly benefit amount by an additional \$1-\$3 for claimants with non-working spouses and sufficient high quarter wages. Iowa repealed its provision for dependents' allowances.

The maximum number of weeks of potential duration was not altered by any State legislature for the first time in more than two decades. The only major change in a duration provision occurred in Maine where the uniform duration formula of 26 weeks was replaced by a variable duration formula. Forty-three States now use

similar types of variable duration formulas.

Both California and Illinois extended their duration of unemployment compensation during periods of higher than average joblessness. Six

other States that provide for such extensions made no change in their statutes.

Twenty-six States now impose a disqualification for the duration of unemployment or longer for at least one of three so-called "major" causes: voluntary leaving, discharge for misconduct, and refusal of suitable work.

Seven States made changes in periods of disqualification for at least one of the three major causes with the State of New Hampshire coming up with one of the most severe. In New Hampshire, disqualification periods for discharge for misconduct and refusal of suitable work were increased from the week of the occurrence and the three weeks immediately following, to the duration of unemployment and until the claimant has earned at least \$3 more than his weekly benefit amount in each of three weeks.

State legislatures in the past few years have paid more attention to specific disqualifications and provisions for ineligibility because of pregnancy or marital and family obligations. State laws now generally require that a claimant for unemployment compensation must be both able to work and available for work.

In most instances, women who are unable to work because of pregnancy, and those who quit their jobs because

First Retirees



First retirees under the Central States pension program negotiated this year by Teamster Local 974 of Minneapolis, Minn., are shown receiving their initial checks from Howard Fortier (left), secretary-treasurer of the local union, as Lester George (far right), business agent, watched the proceedings. Seated (left to right) are Charles Sheridan and Eddie Setran; standing (left to right) are Fred Hager, Godfrey Bergquist, and John Shogren.

of marital obligations which make them unavailable for work do not qualify for benefits.

There was considerable legislation concerning provisions for unemployment insurance claimants who retire from their last employment—either voluntarily or because of an employer rule or as the result of a collective bargaining agreement—and for those who are drawing or are eligible to draw pensions from their employers or old-age benefits under the Social Security Act.

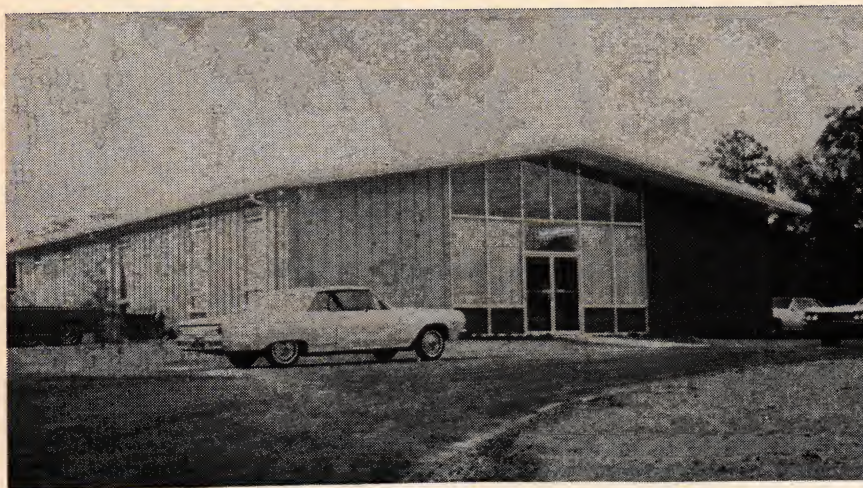
Florida became the 33rd State to make deductions for employer pensions. Eighteen States now make some reduction for receipt of, or eligibility to receive, old-age Social Security benefits. Also enacting amendments in the retirement area were Colorado, Illinois, Maine, Michigan, Minnesota, Montana, Tennessee, Vermont, and Wisconsin.

Changes Nominal

Changes in coverage were nominal. Twenty-one States now extend coverage to employers with only one employee. Thirty-five States now provide some form of coverage for some of their own or local government employees.

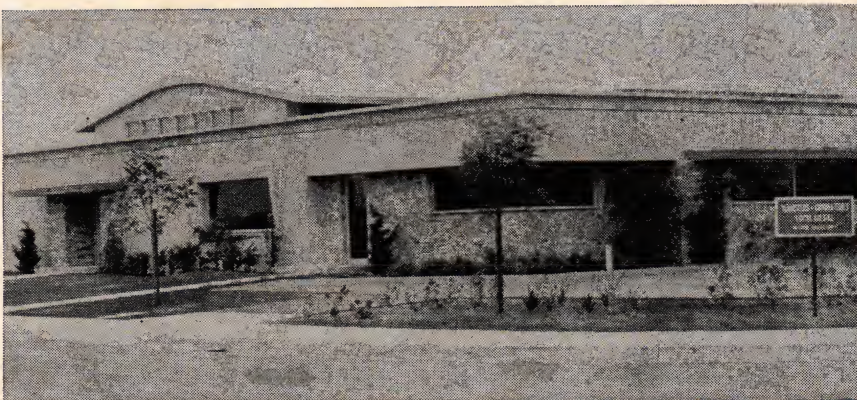
More than a third of the States changed their provisions for financing their unemployment insurance programs. Some 18 States, with about 35 per cent of the Nation's covered payroll, now provide for a taxable wage base in excess of \$3,000.

Local 391's Sub-Office



Teamster Local 391 of Greensboro, N.C., has established a sub-office in a new modern building located halfway between Durham and Raleigh, N.C. Stan Willard, Local 391 president, said the opening of the additional office was done to better serve the local union's growing membership in the eastern part of the state. The local union, with 4,500 members, is one of the largest in the South.

New Local Headquarters



Teamster Local 542 in San Diego, Calif., recently moved into its new building, a one-story frame, stucco, and marble structure covering 7,075 square feet. Cecil L. Nolley, Local 542 secretary-Treasurer, said construction costs, property acquisition and development brought the building's total cost to \$165,000. The new air-conditioned headquarters has parking space, a meeting hall, seven private offices, a business office, and utility rooms.

Teamster affiliates that find it necessary to represent members or their dependents on occasion before State unemployment offices would gain time and perhaps save headaches with a perusal of the 1965 unemployment insurance amendments in their local bailiwick.

● Ward's Service

Appliance and auto service men and service clerical employees working at Montgomery Ward's customer service in Springfield, Ill., voted for Teamster representation in a recent National Labor Relations Board election.

Teamsters Keep Lead In Organizing

Teamsters Union affiliates again led the labor movement in organizing as National Labor Relations Board records for October, 1965, showed Teamster superiority in single-union representation elections—the best barometer of organizing success.

All unions together won 338 single-union elections last October, of which 93—or 27.5 per cent—were won by affiliates of the International Brotherhood of Teamsters.

Of the 15,832 new members gained by all unions in the 338 NLRB ballot victories, some 1,945—or 12.3 per cent—chose representation by the Teamsters.

The Teamsters Union was first in the NLRB's election statistics every month for the first 10 months of 1965. IBT affiliates won more than one-fourth of all single-union elections in that period or 12 of every new 100 union members signed on as Teamsters.

An unofficial tally of election results from January through October, the latest reported month, shows that in that period there were 3,412 single-union representation election victories won by all unions. Of the total, 913—or 26.7 per cent—were won by Teamster affiliates.

In the same period, 159,992 workers became members of labor unions as a result of the election victories. Of the total, 19,924—or 12.5 per cent—came to the Teamsters.

Special Report

Strike Against Blythe Motor Lines Points Up Deplorable Non-Union Standards

Six months ago on July 3rd, an obscure strike by Local 390 was begun in Sanford, Florida, involving approximately 125 employees of the J. M. Blythe Motor Lines. Now, this little-publicized strike has mushroomed into one of the largest battles to protect union standards since the end of World War II.

It has consequences for employees of many small refrigerated companies or owner-operators of refrigerated trucks—all of them working for sub-standard wages and under deplorable working conditions.

It also involves about 100,000 Teamster members employed by refrigerated companies who enjoy wages,

hours and conditions comparable to over-the-road freight drivers which are second to none in America.

What it boils down to is this: Teamster local unions have a responsibility to see that union standards for more than 100,000 members are not eroded by non-union standards pre-

For six months, pickets have told the anti-union story of Blythe Motor Lines at this terminal of the Southern trucker. Striking for decent wages, hours and working con-

ditions, the grim expressions of these drivers reflect their determination to win the long battle with their employer for decency on the job.

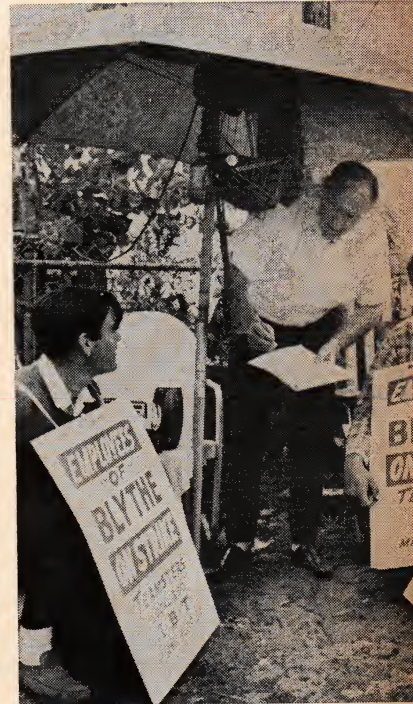




Daddy's either home or on the picket line now, as he refuses to drive any longer for scab wages and under scab working conditions which are the bill of fare at Blythe Motor Lines.



It takes a lot of walking to win a strike, day time and night time.



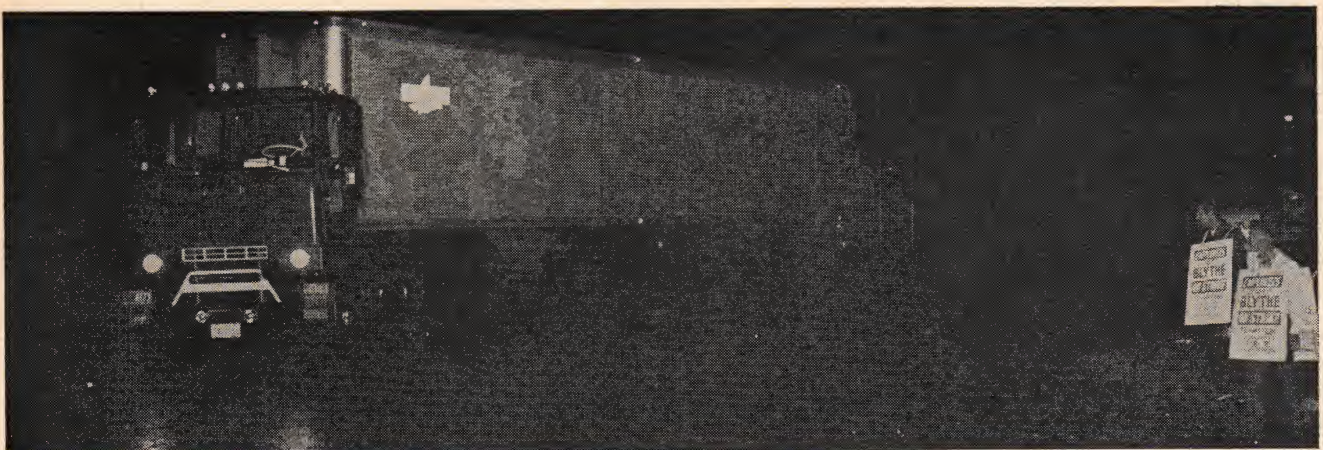
Planning and scheduling pickets is part of the battle, as these leaders know. They hide from the sun's bitter rays under an umbrella as they make up tomorrow's picket line schedule.

vailing elsewhere. These Teamster local unions also have a responsibility to publicize these substandard conditions among the unorganized workers who are being exploited.

Simple arithmetic shows the danger

of erosion of union wages, hours and conditions. A comparison of union standards with the non-union wages and few benefits demonstrates an almost unbelievable inequity. (See the comparison chart on page 26.)

It is because of the threat of erosion of union standards that other Teamster local unions are readying plans or have already implemented them to thoroughly publicize the deplorable facts.



Another load of scab produce heads into the night for northern markets as pickets watch. When the strike is won and drivers are paid decent wages and work under decent

conditions, the scab in the truck will be around trying to collect, even though he hindered the fight from beginning to end.

COMPARISON

Morton Frozen Foods and Teamsters Local 29
Crozet, Va.

Blythe Motor Lines
(No Union)

Wages	Wages
Single-Driver Operation: \$.0925 a mile plus \$2.41 an hour	Single-Driver Operation: \$.055 a mile—No hourly rate (Load must be in excess of 34,000 lbs.) \$.05 a mile—No hourly rate (Loads under 34,000 lbs.)
Two-Driver Operation: \$.05875 a mile plus \$2.41 an hour	Two-Driver Operation: \$.055 a mile for first driver—No hourly rate. \$.05 a mile for co-driver—No hourly rate. (Load must be in excess of 34,000 lbs.) \$.05 a mile for first driver—No hourly rate. \$.045 a mile for co-driver—No hourly rate. (Loads under 34,000 lbs.)
Pick-ups: \$9 for first stop and \$4 for each stop thereafter, to be split equally in two-driver operations.	Pick-ups: First pick-up free and \$4 for every pick-up thereafter divided equally.
Deliveries: Same as pick-ups.	Deliveries: Same as pick-ups.
Deadheading: Full rate of pay plus any transportation costs.	Deadheading: Driver receives \$.035 a mile. If two-driver operation, first driver receives \$.035 a mile and co-driver \$.03 a mile. No guarantee on transportation costs.
Bobtailing: Same as deadheading	Bobtailing: Same as deadheading
Vacations* Six working days after one year Twelve working days after three years Eighteen working days after ten years *Must work 60% of work days in year.	Vacations None
Holidays* Six holidays a year: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. *If required to work on these holidays, employee receives eight times regular hourly rate in addition to his regular hourly and mileage wage rate.	Holidays None
Health and Welfare Employer contributes \$3.50 a week into trust fund, providing a program comparable to the least expensive program of the Michigan Conference of Teamsters or Central States.	Health and Welfare None
Pension Employer contributes \$6 a week into trust fund, providing a \$262 monthly pension (first five years) at age 62 and 20 years service, dependent benefits and vesting at age 45 and 15 years service.	Pension None

Blythe hauls fresh and frozen produce throughout the Eastern states, Canada and Nova Scotia. The main office is in Sanford, Florida, but the company also has what it calls "terminals" in Elizabeth, N. J., Danvers, Mass., Philadelphia, Batavia, N. Y., and Arabi, Louisiana. These so-called "terminals" are nothing more than truck stops or big gas stations catering to truckers.

For example, the Batavia "terminal" is the Clinton Gulf Stop. Blythe has a manager-solicitor and a city cartage man there, a bunk house and a parking space. Philadelphia is just a call office with a solicitor-dispatcher. These "terminals" do nothing more than solicit back-hauls for Blythe.

Blythe has many things going for it. Florida is a so-called "right-to-work" state where unions must operate under the onus of compulsory open shops. Scabbing, union busting and anti-unionism flourish in the 14(b) stretch, the step-child of which is a "right-to-work" law.

Wages and conditions at Blythe are so bad that employees sought out representatives of Teamster Local 390 in Miami, Florida, last Spring, and asked Howard Lasater, Local 390's president, to represent them. Lasater sent union representatives into Sanford headquarters of Blythe.

In no time, 117 Blythe employees signed authorization cards. Several demands were made for recognition, but these were ignored.

In the meantime, Blythe had been purchased lock, stock and barrel by Redwing Carriers of Tampa, Florida. Redwing management took over at Blythe on April 1, 1965.

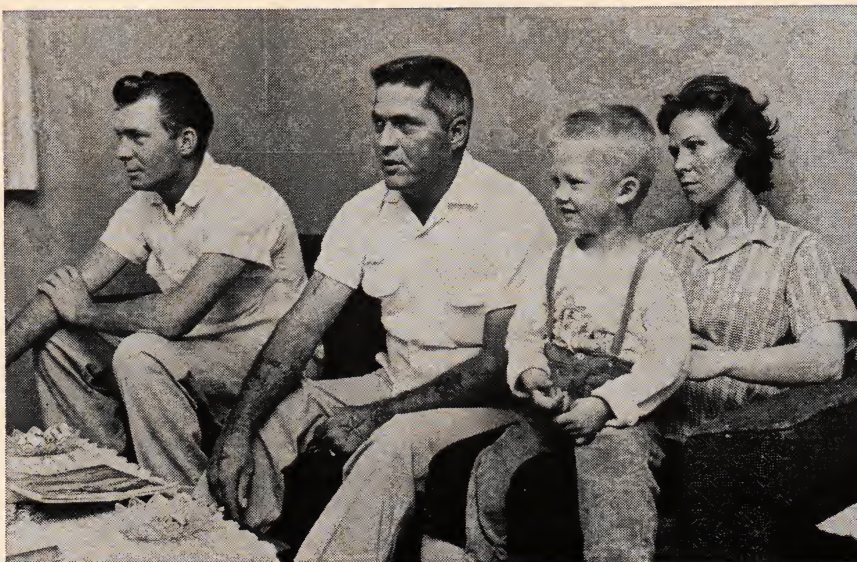
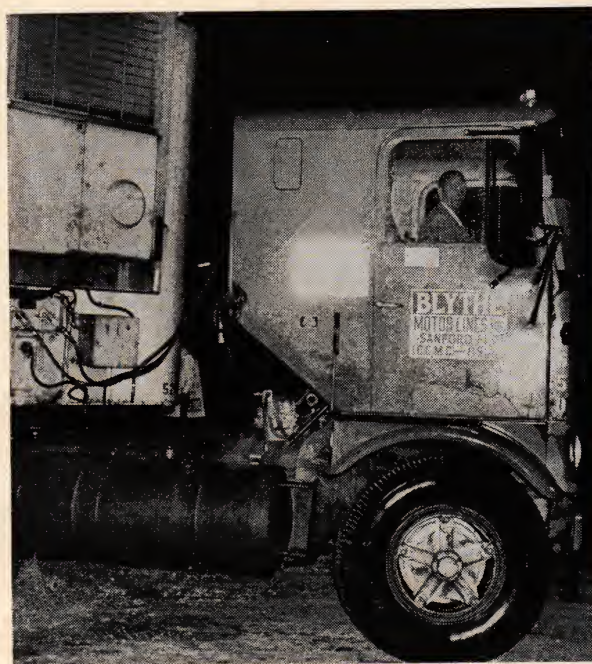
Redwing is owned by Charles Mendez of Tampa, Florida, who also owns Halsmore, Inc., Trucksales, Inc., Acceptance, Inc., and Central Florida Pipe Line. Mendez is a millionaire who makes no bones about his anti-union feeling; and is known for starting out as a mechanic; then patenting several inventions and building his present empire.

Woody Hughes, president of Teamster Local 79, in Tampa, knows Mendez as well as anyone. He has had a strike and four National Labor Relations Board elections in 9 years without success. Hughes came within 11 votes of winning on one occasion at Redwing. Mendez, according to Hughes, is a tough, shrewd, anti-union businessman.

Last month picket lines were established at Redwing terminals in Tampa



Teamster Joint Councils and Local Unions have opened up their hearts to support the strike to organize non-union reefers. Part of that heart was to "adopt" striking families to the tune of \$75 per week. Coupled with strike benefits from the International Union, these strikers receive almost twice what they received working for non-union Blythe. Shown above and below, they have enough to subsist upon and they have their self-respect in contrast to the scab in the middle photo, who has neither.



and at the Port in Ft. Lauderdale by Blythe strikers.

Pickets walk the line at the Blythe terminal in Sanford on a 24-hour basis, working three shifts. As each unit of equipment enters or leaves, the union number is recorded, the driver's name, if known, is recorded, the temperature on the reefer unit is recorded, and an estimate made of the load weight.

In this manner, Local 390 can determine with some degree of accuracy where the equipment is going and what it is carrying.

The information is used as a basis for dispatching roving pickets.

Mendez admits that this type of picketing has reduced Blythe revenues by 35 per cent for the quarter ended September 30th. A more accurate estimate is that revenues are down about 50 per cent.

Immediately after the strike began, reprisals against the striking employees began. Blythe refused to give drivers their paychecks until they turned in the Blythe Motor patch on their uniforms.

Loss claims against drivers were created to reduce paychecks. Credit at local businesses was suddenly cut off.

Out-of-work benefit checks could not be cashed at local business establishments because they were written on out-of-town banks. Local banks refused to cash checks because strikers did not have an account with the bank. And there were other sorts of economic reprisals.

Police officers, local and state, took the side of the employer. One officer stated that one striker run-over by a Blythe truck should have been arrested for blocking a public road. Another striker was run down, but nothing has been done by the police to punish the scab driver or Blythe. Other isolated incidents of violence have occurred, but the attitude of the police seems to be "leave them alone and they'll go home."

Presently the most dangerous time for the strikers is between midnight and 2 a.m., when the bars close. Regularly, some of the Blythe strikers are awakened in their homes by phone calls.

Blythe is incurring a shortage of employees to drive its equipment. The company road-tests new drivers about three times a week. Recently the driver shortage became so acute the company ran advertisements in the local newspapers for owner-operators of tractors to haul company trailers.

Since then, each striker and his family have been adopted by either a Teamster joint council or local union. These Teamster affiliates contribute \$75 a week. This, coupled with \$25 out-of-work benefits makes \$100 a week, which is twice as much as the employees working for Blythe make.

Couple this with the determination of the strikers for a better way of life for their families and indications are that Blythe faces a formidable foe, one which knows where it is going and one whose cause is just.

Personality Traits Tied To Cause of Road Mishaps

Rashness and inattention cause accidents, and personality traits which may cause a driver to be rash or inattentive can be identified by psychological testing or examination of biographical characteristics according to a study made by the California Highway Patrol.

Fifty-two hundred single vehicle accidents were analyzed statistically. The Patrol study found that rashness and inattention seemed to be underlying causes of road accidents, no matter what the nominal cause might be.

A small sample of the 5,200 drivers was chosen for comparison against a control group of drivers. Persons who scored lowest on the psychological examination were found to be among those with the worst accident and violation records.

It was found also that accident-prone drivers were more apt to be unmarried, had weak credit ratings, and frequently moved to new addresses.

Driver Works With Kids, Stays Young

"If you keep active, you keep young," says Harry Bodeck of Brooklyn, N.Y., a member of Teamster Local 282.

A truck driver, Bodeck practices what he preaches and spends much of his time working with neighborhood youngsters who seek guidance in different sports and activities.

In the summer, for example, Bodeck rounds up bored teenagers and takes them to a nearby school yard where he teaches them what he knows of batting, pitching, and catching sandlot style—a brand of baseball he learned long ago while playing in the Bronx.

Dancing

If baseball isn't their cup of tea, the 57-year-old Bodeck will pack youngsters off to a swimming pool for instruction or find a field where they can practice running, the broad jump, and the high jump.

For those interested, Bodeck also will teach tap-dancing. He explains that "the scissor, the double-step, and the military are my specialties"—all learned by watching top entertainers.

Bodeck spends his free time in the winter months at parks where he helps youngsters who want to ice-skate until they can manage on their own.

Substitute Father

Bodeck, married for 35 years, has no children of his own and so has become something of a substitute father to many neighborhood kids. He's never too tired or busy to help the youngsters.

Speaking of the kids, Bodeck says:

"We enjoy each other's company and we all benefit from it. I wish other men my age would do the same thing. They'd feel better mentally and physically and would live longer too."

Local Santa

Les Helms, 400-pound president of Teamster Local 221 in Minneapolis, Minn., last Christmas again performed as Santa Claus on behalf of Joint Council 32.

● Auto Safety Message

Only federal legislation can make automobiles as safe as they need to be is the message of a new book just published, "Unsafe at Any Speed."

Written by Ralph Nader, the volume is a blistering attack on traffic safety organizations and the automobile industry for foot-dragging on auto safety device development and installation on new cars.

Nader claims auto stylists have won out over safety engineers and that passenger cars account for 92 per cent of all transportation deaths.

● Economics and the Voter

Census Bureau representatives learned some startling facts about economics and the voter after a poll taken following the 1964 general election.

Interviewers sought a sampling on whether or not people voted in the election and learned:

—Rich people voted more than poor people—85 per cent of those from families with annual incomes of \$10,000 or more went to the polls while only half of those from families earning less than \$2,000 bothered to vote.

—Men with jobs made a better showing than unemployed men—74 per cent versus 57 per cent going to the polls.

● Milliken Admits Bias

Roger Milliken, president of Deering-Milliken Co.—a textile empire—testified at a recent National Labor Relations Board hearing that he was opposed to union organization in the industry.

He said under examination: "The experience I have had prior to 1956 in textile companies . . . forced me to come to the conclusion that union organization of mill workers *was not good for the company.*" (italics added).

The NLRB was conducting the first phase of a hearing to determine if Deering-Milliken closed its Darlington, S.C., mill on Christmas eve nine years ago to discourage union sentiment throughout the company's chain of 40 mills.

● Radio Curses Questioned

A Redwood City, Calif., businessman recently was accused of using vile language in messages to his employees transmitted over his business radio station.

Lacking proof, a Federal Communications Commission hearing examiner decided to let the businessman retain his FCC license and stay on the air.

The complaint was brought by a woman who

claimed the businessman used "stirring forms" of expletives.

● Withholding Withholders

Here is one scandalous story that never hit the front pages of the nation's leading daily newspapers:

The Internal Revenue Service reported recently that 217,283 employers failed to pass on to the federal government some \$217,365,000 they withheld from their employee's paychecks for income tax and Social Security during 1964.

● Indian Giver Boss

Dixon Corp., a plastics manufacturer in Rhode Island, is putting a tentative 5-cent-an-hour pay increase for its 105 employees into a savings account.

The company says that if business gains enough to allow actual distribution of the money, the accumulated nickels will be funneled into the workers' paychecks.

But!—if business falls for the year, Dixon officials plan to cancel the pay increase and take the money back.

● Public Images

Seeking to measure the degree of respect or liking which the average citizen holds for organizations, a spot survey showed recently that the Federal Bureau of Investigation had the most favorable image.

The American Medical Assn., had the second most favorable image in the poll. Most unfavorable were the Ku Klux Klan and the John Birch Society.

The Daughters of the American Revolution, the poll showed, had a better image than the National Association for the Advancement of Colored People.

● Medicare Popular

Elderly people are signing up for the supplementary part of the Medicare plan—that which underwrites physicians' fees—at the rate of better than 4-to-1.

The Social Security Administration says 8.4 million of the 10.2 million responses received from eligible senior citizens have been affirmative for "Part B" of the program.

"Part A" pays hospital bills only. "Part B" is voluntary, costing \$3 a month to be matched by the government, and pays most doctors bills and certain other expenses not covered by the basic program.

Men and women 65 years old and over have

until March 31 to sign up for the supplementary insurance.

● Highway Safety Study

Automobile manufacturers have just spent \$10 million to help take the heat off the subject of car safety—giving that much to the University of Michigan for establishment of a Highway Research Institute.

The institute will do research on how to make the nation's roads safe. The laboratory building will be constructed with grants from Ford Motor Co., and General Motors Corp., totaling \$4 million.

A \$6 million grant from the Automobile Manufacturers Assn., will underwrite operating expenses for the first five years.

● 11½-Year Strike Ends

One of organized labor's oldest disputes with a company came to a close recently when the Kohler Co., agreed to a final settlement with the United Auto Workers.

The agreement ended a strike that began April 5, 1954. Kohler reportedly agreed to pay \$3 million in back wages and \$1.5 million to reinstate pensions.

The settlement was conditioned upon approval of the National Labor Relations Board and the Circuit Court of Appeals in Washington.

● Rising Interest Rates

Rising business and loan rates are likely soon to result in higher auto and appliance prices.

Several finance companies—led by the giant General Motors Acceptance Corp.—have indicated they will put in a 10 per cent increase in the interest charged car dealers on loans to finance auto inventories. The hike takes effect this month, upping loan rates to 5½ per cent.

Merchants concede the interest increases will be passed along to the customers.

● Obsolete Hospitals

Government officials say 113,000 of the nation's 751,000 general hospital beds are in buildings considered structurally unsafe or otherwise substandard.

The Health, Education and Welfare Department says hospital obsolescence is a serious obstacle to high-quality patient care in many metropolitan areas.

The problem will be intensified next summer when the Medicare hospital insurance program goes into effect, making it financially easier for elderly people to obtain needed care.

● Air Freight Containers

The airline industry has adopted a "family" of four basic standard containers for air freight.

Shippers using the standard containers, said the Air Transport Assn., will be able to take advantage of rate reductions offered as an incentive for simpler cargo handling.

Rate reductions will vary with the weight and

cubic density of the shipments. The reduction will be \$1 per 100 pounds, for example, in the largest container which will have a minimum capacity ranging from 3,700 to 5,000 pounds.

● Physicians' Dues

Physicians' dues to the American Medical Assn., have escalated faster than the size of their fees to patients—fees which increased 35 per cent in the 1953-62 period.

AMA annual dues of \$25 in 1961 were upped to \$35 in 1962 and went to \$45 in 1963. The organization recently proposed an increase to \$70, partly because of a treasury deficit incurred in the fight against Medicare.

There are about 165,000 dues-paying AMA members. Besides dues, other AMA income comes from ads and subscriptions to its publications.

The AMA budget, \$15.7 million in 1960, is scheduled to reach \$27.6 million this year.

● \$\$\$\$ in Debt

Personal indebtedness of American consumers on New Year's Day, 1966, was estimated by the National Consumer Finance Assn., to be a whopping \$85 billion—or one-fifth of disposable income.

The estimate was made on the basis of sales trends in new cars, color TV sets and other durable goods bought on credit near the end of 1965.

The amount of spending for installment purchases, regular charge accounts, credit card goods and services has gone up 50 per cent in the past 50 years.

So-called consumer spending tabulations do not include home mortgage loans.

● Polygraph Wrath

An unemployed man who lost a chance at a job in Washington, D.C., recently took his wrath out on the polygraph machine used to flunk him in a "lie detector" test.

The man broke into the offices of a private investigating firm and did \$3,500 worth of damage—including total destruction of the polygraph and strewing graph paper all over the offices—before his capture by police.

● Appealing to Poverty

An advertisement in a New York City newspaper, five days before Christmas, read: "Ten Transistor Portable Radio—Complete with Wrist Strap—\$7.77—No Money Down—\$1.00 Monthly."

● Check Stub Story

Robert Turner, retired union member of Anderson, Ind., has a way of recalling what union membership meant to him. He keeps handy his paycheck for the week ending Dec. 8, 1934, before the union came along. It was for \$26.14. His total income in 1934 was \$613.56.

WHAT'S NEW?

Air Gun For Installing Tire Studs

The need for a fleet to stock both studded and unstudded tires is eliminated by a line of tire studding equipment. This consists of a number of units. The air gun installs either single- or double-flange studs and permits precise, trigger-fast studding of both highway and snow treads. Good balance in handling this gun is assured by two hand grips that assist greatly in avoiding operator fatigue. This gun mounts on a stand that has a mandrel to hold the mounted tire and a rack for the tire alone. Spaced stops in the stand prevent rotation during the studding. Also included is a dispenser that holds over 1000 studs which are fed automatically, via exhaust air from the gun.

Simple Hook Features Tire Chain Coupler

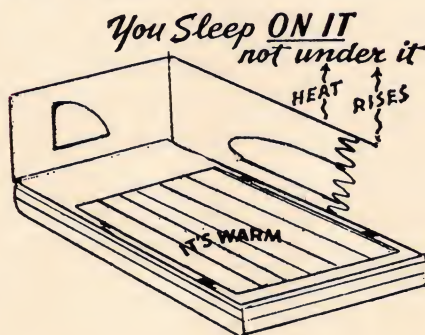
So simple and yet so useful—that's a new notion in easier tire chain mounting. An open-ended steel hook replaces the conventional lock on inner side chain, permitting easy coupling inside tire with one hand. This is now standard on all car and truck chains of a major distributor.

Flameless Cargo-Heater Self-Contained, Portable

Maximum safety and dependability are claimed for a flameless cargo heater that is self-contained, portable and takes up minimum loadspace in the trailer. It operates without fire or flame, heats at any tilt and in any position, due to a catalytic combustion principle. Carbon dioxide and other fumes are eliminated through complete combustion. This combustion results from combining a gaseous fuel with oxygen, in the presence of a platinum catalyst at a temperature of 700 degrees F., far below the 3500 degrees F. required in open-flame

heaters. Output is up to 18,000 Btu per hour, despite safe, low-level combustion. As another safety feature there is an automatic fuel shutoff.

Mattress Warmer For Truck Bunk



Cold bunk sleeping conditions can now be eliminated with the use of a recently perfected portable, bunk mattress warming device. The warmer is installed by laying it flat on the mattress (you sleep on it) and plug it in your 12 volt cigarette lighter. The automatic thermostat control cycles on and off to regulate the heat (draws 6 A when on) generated in the warmer.

Warning Light For Dump Truck

A major Syracuse distributor is offering a warning light to signal the dumping operation of a truck in earth-moving. Mounted on a 48-inch galvanized-steel pipe mast, the 8800-cp sealed-beam light extends above the vehicle body. A self-leveling lamp bracket keeps the light beam in a horizontal position when the vehicle is spreading or dumping. The 12v unit has an amber beam as standard, with red optional.

Dashboard Computer Assists in Service

Firms that attempt to set up individual vehicle service intervals must establish a foolproof way to assure strict adherence to these schedules. This need not be a problem anymore. A unique solution is a dashboard-mounted computer that automatically computes the type of service needed, and when, based on the specific vehicle and driver operation. When a certain type of service is needed, the unit automatically ejects a card.

Intervals programmed into this low-cost device are based on engine hours of operation—more accurate than mileage or set dates.

Flame-proof Coating Is Also Insulator

Newly-available is a flame-proof coating for truck exhaust pipes, stacks and manifolds. The very high temperature coating is effective from below freezing up to 1200 degrees F. and also serves as an insulator. It is available in standard and aerosol spray cans and comes in 13 colors, plus clear.

Anti-squeaking with Cushion Material

A major manufacturer is offering an anti-squeak cushion material whose many uses include glazing strip, anti-squeak, non-skid pads, bumpers and gaskets. Featuring an improved polyethylene backing, the cushioning made of resilient cork and sponge rubber, is easily applied with pressure-sensitive adhesive.

Lightning Trigger on Airless Spray Gun

A lightning fast air-powered trigger is a feature of a new airless spray gun and this specially-designed trigger provides spray action of 5/1000th of a second. Not only does this eliminate spitting and tailing but generally provides greater control. It is available in two models—for either dead-end or circulating systems.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Clear?

I must explain that I was only joking when I wrote that I didn't mean what I said about reconsidering my decision not to change my mind.

All Depends

A city boy on a night hike in the Rocky Mountains inquired of the guide, "Is it true, a grizzly won't attack you if you're carrying a flashlight?"

"That depends," said the guide, "on how fast you're carrying it."

Quite True

Quizmaster: "How many successful jumps must a para-trooper make before he graduates?"

Contestant: "All of them!"

Ways and Ways

A housewife was interviewing an applicant for a job on her household staff. "Do you know how to serve company?" she asked.

"Yes, ma'am; both ways," was the reply.

"Just what do you mean by 'both ways'?"

"So's they'll come back and so's they won't."

Champion Pessimist

One day, after an exceptionally long spell of good weather, a farmer was standing in his field gazing sadly at the bumper crop. A car stopped and the driver leaned out to congratulate the farmer on the fantastic growth of his produce.

"Yes, it's true," the farmer lamented. "The vegetables are bigger and better than ever, and the wheat

is coming along well enough, but just think how it's exhausting the soil."

Inefficiency

Disgruntled worker to foreman: "Take it easy! Rome wasn't built in a day!"

Hard-charging foreman: "Yea! And I wasn't foreman on that job either!"
—Mickey Kindare

Leave Me Out

Wifey: "Mort, wake up! There's a burglar going through your pockets!"

Maintenance Foreman: "Leave me out of it, Mabel. You two just go ahead and fight it out yourselves!"

Watch That Blink

Scientists say that it takes a fifth of a second to blink an eye and that a person blinks 25 times a minute. Thus, it could be said that a driver who averages 55 miles an hour on a ten-hour trip drives 33 miles with his eyes shut.

And then, there are those who drive with their eyes closed all the time.

Available

For hours a picket walked up and down a busy street carrying a sign that was absolutely blank. Asked what was the big idea, he replied, "I'm looking for a sponsor."

Unfair Flare

A bookie handed over the money to the little old lady.

"How did you manage to pick the winner?" he asked.

"I just stuck a pin in the paper," she answered, "and there it was."

"But how come you knocked off four winners yesterday?"

"Oh," laughed the little old lady, "yesterday I cheated a little. I used a fork."

Might Be It

"Your husband has a new suit, hasn't he?"

"No, I'm quite sure he hasn't."

"Well, something about his appearance is different."

"Oh, now I know what it is! Didn't I tell you I have a new husband?"

By Return Mail?

Lecturer: "Robert Burns wrote 'To a Mouse'."

Voice: "Did he get an answer?"

Try Anything

Freight Terminal Manager: "Do you know what makes the Tower of Pisa lean?"

Overweight Secretary: "No, sir, I don't. If I did, I'd take some myself."

Ultimates

They're married for better or for worse. She couldn't do better and he couldn't do worse.

Keeping Abreast

A reporter from a big city newspaper stopped to visit a friend who ran a little country weekly.

He asked his friend, "How can you keep up your circulation in a town where everyone already knows what everyone else is doing?"

The editor grinned: "They know what everyone's doing, all right, but they read the paper to see who's been caught at it."

Space Tale

Barker had been boasting of the accomplishments of his 19-year-old son while his companion listened quietly.

"Say, Peters," he said suddenly, "how about your boy? Doesn't he have any special talents?"

"Well," replied Peters grimly, "he should be quite an authority on interplanetary travel. In school he took up space."

Snuffed Out

Burning the candle at both ends is one way to go out like a light.

FIFTY YEARS AGO

in Our Magazine



Vol. XIII

(From the January 1916, issue of the TEAMSTER)

Number 1

Wilson's Message to Congress Described As A "Masterpiece"

But No Mention Made Of Laboring Man's Problems

An Editorial Comment

President Wilson's message at the opening of Congress on December 7 was a masterpiece never before equalled in the history of our country, except, perhaps, on the occasion when Lincoln addressed Congress on the secession of the Southern States. President Wilson surely explained the great dangers that confront our country and the necessity of proper protection, going into detail as to the amount of money needed to carry on the enormous enterprises, suggesting to Congress as to how the money should be obtained by the government, making it clear that the greater part of it should come from the wealthy in the shape of an increased taxation on incomes, suggesting also that the automobile owner be made to pay his proportionate share, etc. It was a wonderful combination of words—scholarly, masterly and patriotic. The greatest enemies of the Democratic party can not find a solid basis for criticism against the message in its entirety, although they have attempted to pick flaws here and there in the President's address to Congress.

There is one thing which the working people of the country should take particular notice of, and that is, that in the entire message not one word was said about Labor. Not one word was said about the terrible revelations made by the Industrial Commission. Not the slightest reference was made to the exposure of the criminal cruelty practiced by unscrupulous employers in many sections of the country, especially in Colorado and West Virginia.

The President's message was looked upon by the entire nation as a most important document, but, in the judgment of the writer, although it was perhaps the finest gathering of words in the English language that was ever put together, it is nothing compared to the report of Chairman Walsh on the Industrial Commission, wherein was shown that the millions of workers of our country were being persecuted unscrupulously by unjust employers.

I merely add these words, not finding fault in any way with the President's message to Congress, but regretting extremely that the report of the Industrial Commission, and its recommendations, was entirely overlooked by the chief magistrate of the nation in his official utterances to Congress on December 7.

Teamster Delegates to AFL Convention Urge Censure of Unions Raiding the IBT

General President Daniel Tobin led a delegation of Teamsters to the American Federation of Labor convention held in San Francisco this past November. Attending the convention with President Tobin were M. E. Decker, Second Vice President Michael Casey and John M. Gillespie.

Our delegation did a good job of bringing to the attention of the 329 delegates representing 85 national and international unions certain matters of great importance to all our members. This concerned two internationals that have been attempting to raid our ranks in recent months.

Raiding Resolutions

General President Tobin has expressed the opinion that our organization was given justice by the convention. He said that he trusts that our representatives in the central bodies and state branches throughout the country will see to it that the substance of the resolutions condemning the raiding of our membership will be put into effect during the coming year.

The question of the eight-hour day by legislation came up before the convention again this year, although it had practically been settled last year. It was brought up in a resolution presented by the representatives of the Illinois Federation of Labor. The matter was discussed at length and on a roll-call vote the resolution was defeated, the convention taking the stand that conditions obtained through legislation for male workers were not permanent; that the best way to get conditions was through labor organizations; also that where legislation was enacted one year in favor of the workers, it could be and has been re-

pealed the following year in some districts.

The question pertaining to the election of the officers of the American Federation of Labor by referendum was also under discussion, but was defeated by the convention, in view of the fact that it was impossible for the American Federation of Labor to put this practice into operation; that by the time they would get through counting the votes of the two million workers affiliated with the American Federation of Labor, that it would be time to hold another election. Also there were several international unions that had no means of taking a referendum vote in their organizations. This question was discussed at considerable length and on account of the impossibility of putting it into operation, the matter was defeated.

Attended All Sessions

This convention, as a whole, President Tobin reported, was a most interesting one. "Your delegates did not endeavor to mix up in the affairs of other international unions, as we had our own affairs to look after. We attended the sessions of the convention regularly. We voted on all questions in accordance with the policy of our International Union, and we were successful in obtaining what we desired from the convention pertaining to our own organization."

"PEEP-HOLE" DRIVING

the most Dangerous of Winter Sports

